CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

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Opposition mounts to Socred assault on rights and freedoms

The budget and legislative package introduced by the Social Credit government in B.C. in July contains measures which the CAUT says attempt "to abolish the protection of academic freedom in the universities, to erode university autonomy and to reduce access to universities by slashing student aid".

Reaction to the legislation from faculty, academic associations and university administrations in Canada and abroad has been swift and negative.

CAUT Executive Secretary Donald Savage, in B.C. to assist in developing a protest strategy, said "this is the worst crisis to face the universities of this country since the days of Maurice Duplessis".

The CAUT, the Confederation of University Faculty Associations of British Columbia and local faculty associations at U.B.C., Simon Fraser and Victoria are considering legal challenges to the provincial government.

In other actions, Operation Solidarity, a broad-based coalition including the B.C. Federation of Labour, professional associations, civil rights groups, unions and others affected by the legislation, has formed to mount a coordinated campaign against the measures.

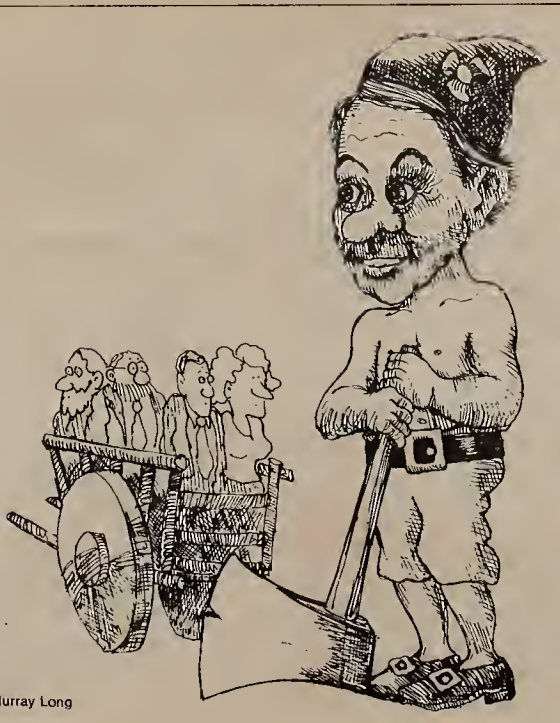
The CAUT has agreed to contribute about one-quarter of the B.C. faculty associations' share of $15,000 towards the Solidarity Committee as a symbol of the support and concern of faculty across the country. At this writing, the faculty association at Simon Fraser has voted to join the Committee and other associations will be voting on the matter at upcoming general meetings.

Faculty and public employees can already claim a victory in the province's retreat from measures in Bill 3, the Public Sector Restraint Act, that would allow employees to be fired without cause. However, the language and procedures involved in the amendments still raise serious questions about the autonomy of the universities and the viability of the negotiating process.

The CAUT says the legislation would allow professors to become "the victims of political vendettas and intrigue" and "programs, departments and faculties could be jeopardized because of partisan political considerations."

U.B.C. President Dr. George Pedersen said, in a letter to Premier Bill Bennett, that " to fail to make provisions for tenure in our universities in B.C. is to disregard a basic, indeed the fundamental, tenet of universities throughout the Western world".

Patrick McGeer, Minister of Universities, Science and Communications and a tenured professor at U.B.C., argues that good professors do not want or need tenure. Faculty should be content to rely on the goodwill of presidents and boards of governors rather than on contractual rights. Dr. Pedersen, however, points out that good professors and researchers are in high demand, particularly in fields of special interest to the B.C. government and they will certainly prefer the better contractual arrangements offered by other major universities in Canada, the United States and Britain.



Murray Long

The Minister also alleged that there is no case in Canadian history of a persecution of a professor for his views on research interests. In response, the CAUT pointed out to the Minister that the modern system of tenure with its insistence on due process for dismissals came about precisely because Canadian academics were fed up with the repeated attacks on distinguished professors by politicians and members of boards of governors.

Although it was difficult for many of the formal bodies of the universities to react in the middle of the summer, because most were not scheduled to meet, the Senate of Simon Fraser University denounced the legislation and the Boards of Governors of Victoria and Simon Fraser stated that they would continue to use their own dismissal procedures.

The slashing of student aid in B.C. by 40 per cent has also caused great concern. The percentage of potential students attending university there is already below the national average and this latest cut further reduces accessibility.

At the request of the U.B.C. Faculty Association, Secretary of State Serge Joyal met in Ottawa with officials of CAUT and other B.C. faculty associations. Joyal, who is responsible for the transfer of federal funds for education, was angered by the B.C. cutbacks. He said that the Council of Ministers of Education had given him their word that when the federal government in-

p. 6

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LETTERS LETTRES

Academics get failing grade

Permit me to add to the debate on academic freedom. The prevailing point of view is that academic freedom is a system that tolerates controversial scholarly views, especially in areas such as history, economics, philosophy, sociology, etc. You may be interested to know that in the area of Engineering and Science, academic freedom never existed and does not exist now.

To do research in engineering requires money, graduate students, and space. To get all three involves the support of one's colleagues, Department Chairman, and Dean, especially since a great deal of research is done in teams. As the economy is more and more militarized, the big money for research comes from the military or industries which, in one way or another, are associated with the military and in any case, have no sympathy for a professor who may not get security clearance. Such a professor becomes a nuisance to his research team and an embarrassment to his Dean. With no money, hence, no graduate students and no publications the prospect of getting tenure is nil, and the professor is out. So much for the myth of academic freedom in North America!!

With regards to academic freedom in other countries, there seems to be a tendency to ascribe certain principals or standards of behavior to the Soviet Union and then proceed to demolish them. As far as I know, no one in the Soviet Union, or for that matter, in any communist country, claims that they enjoy full academic freedom. The question is, how much criticism will each society tolerate, and what are the restrictions placed on controversial people.

There are basically two types of academics coming from the Soviet Union and other communist countries. One type is hysterically anti-communist and insists on proving it with statements that defy logic. The second group is so overwhelmed with the material wealth of North America and the personal freedom that comes with money, that any injustice in North America such as racism, anti-semitism, unemployment is brushed aside as insignificant. Both groups are products of the cold war and no logical arguments or facts will change their thinking.

What interests me more is our own situation. If in fact Canadian academics enjoy academic freedom, i.e., the right, and to some extent, the moral obligation to free expression on controversial subjects, there must be some simple test to measure this phenomena. If water is hot, a thermometer will show the temperature. If wind blows, a simple weather vane will show the direction. There is certainly no shortage of problems afflicting mankind and touching every area of society and, hence, academic life. Let us look at only a few:

- Pollution: The air, water, and food we eat is being poisoned by man-made chemicals. One would expect that our professors in these and associated areas would be active in exposing the menace.
- Unemployment: The Catholic Bishops in Canada have come up with a paper entitled 'Ethical Reflections on the Economic Crisis.' Certainly our philosophers, economists, and theologians must have something to say on this very important topic.
- Peace and War: The question of peace and the real danger of war affects every aspect of academia. Why are the academics in medicine and biology so quiet? Certainly there must be something to discuss. What could possibly be more important than all life on this planet? While vast sums of money are spent on arms, poverty and hunger take on gigantic proportions. If this is not the one moral, economic, political issue of the present day, then what is?
- Culture: Our culture is an open sewer. Violence, filth, sexism, decay is rampant. In a rich country like ours, the arts must shamefully beg to exist. Does this arouse indignation from academics in the cultural field?
- Bill 111: Closer to home, Bill 111, in Quebec, suspended the Canadian Bill of Rights by a simple vote in the National Assembly. One thousand years of civil liberties wiped out in one evening. Did this bother our law professors?

I could go on and on. Simply put the question is this: Why so silent on all these burning important issues? After all, remember we have academic freedom!

On every important issue academics get a failing grade.

The sad truth is that we in the West pride ourselves in having freedoms which we dare not test in practice. To get over our frustrations, we bash the Soviet Union or anyone else for that matter. Academics are quiet because they know that there is nothing in the Canadian Bill of Rights or Constitution that guarantees them a job, and when the choice is between humanity or self-interest, the latter will usually comé first.

If I may just make one more comment — we at Concordia have been unable to pass the minutes of the meetings held since 1981 of our Faculty Association because we are unable to get a quorum of 76, i.e., 10 percent of our free faculty members.

I leave it to your readers to take an educated guess why this is so.

Carl Goldman
Civil Engineering Department
Concordia University

Peace needs scientists

I should like to thank you for the opportunity you provided in the December 1982 issue of the *CAUT Bulletin* for Science for Peace to inform your readers of its objectives. You will be pleased to know that, partly as a result of your publicity, Science for Peace is rapidly expanding to become a genuine national organization.

We now have Chapters of Science for Peace in British Columbia (centered in the University of British Columbia in Vancouver), in the Waterloo Region (centered in the University of Waterloo) and in New Brunswick (centered in the University of New Brunswick in Fredericton) as well as the founding Chapter centered in the University of Toronto. Each of these Chapters is organizing seminars and other teaching activities and is developing research studies relating to disarmament and peace-keeping. We encourage each of your readers to join the Chapter of Science for Peace in his or her region, or to help form a new Chapter if none exists there.

We need the time and energies of many more scientists in Canada in order to achieve our primary objectives, "to conduct and encourage educational and research activities relating to the dangers of war waged with weapons of mass destruction, especially nuclear weapons".

Eric Fawcett
President of Science for Peace
Department of Physics
University of Toronto

p. 4

Wilfrid Laurier University

VICE PRESIDENT: ACADEMIC

The Search Committee for Vice President: Academic invites nominations and applications for the position of Vice President: Academic. The appointment will commence August 1, 1984, or at a mutually agreeable time. Candidates preferably should have an earned doctorate, teaching experience, and an appropriate background in administration and scholarship.
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Dr. John A. Weir, Chairman
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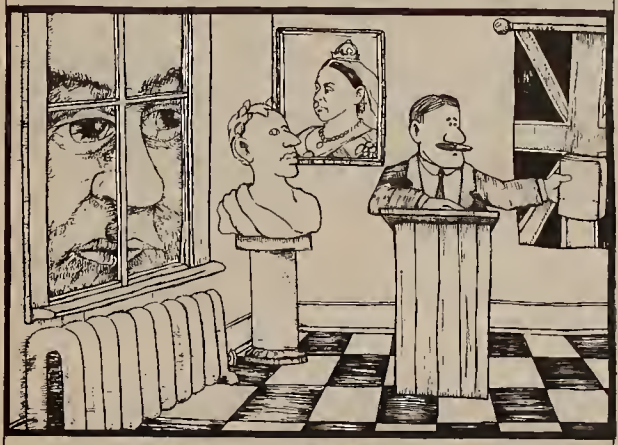
Commentary

"If there ain't a law we'll make a law"

by Allan Evans



Murray Long

On a winter afternoon when I was a student, my professor felt moved to let down the remnants of his hair, and tell me a folktale about academic freedom and tenure in Canada, which is worth recalling in the discussion about Bill-3, now before the B.C. legislature.

The Legislative Buildings of Ontario are decently separated from the University of Toronto by four lines of moving traffic, but once upon a time, when my professor was an undergraduate himself, he visited the Legislative Assembly to hear a debate on what should be done about two professors at his university whose conduct had been improper. One of them was alleged to have stated that Canada should have her own flag, the other that she should have her own foreign policy. The premier of Ontario was Mitch Hepburn, best remembered now for his titanic battles with Ottawa, and facing him across the floor was Lt. Col. George Drew, the incarnation of Tory Toronto. But on this question, government and opposition were united. The two professors had to be dismissed.

Then an MLA arose to point out that one of the professors belonged to Trinity College, which had its own charter, though it was affiliated with the university, and the government had no power to dismiss him.

"Well," said Hepburn, bounding from his seat, "if there ain't a law" (my professor vouched for 'ain't'), "we'll *make* a law!"

The professors made apologies and promises to do better in the future, and kept their jobs. However, one of them, Frank Underhill, was soon in trouble again. Underhill was one of the pioneers of Canadian Studies, but for all his solid academic background, he was an earlier version of Allan Fotheringham: a man who liked to compare Toronto unfavourably with Winnipeg where he had begun his career, and who once called the congregation of St. Paul's (Bloor St.) Anglican church "the Toronto Stock Exchange at prayer."

In 1940, by coincidence the same year that in the United States the American Association of University Professors (AAUP) issued the basic statement on academic freedom and tenure that it still maintains, it was reported that Underhill said during a panel discussion that Canada's ties with the U.S.A. were bound to strengthen in the future, and those with Britain would weaken. Tory Toronto demanded that he be fired, or even interned. Underhill got off this time, partly because Hugh Keenlyside of the Department of External Affairs, who was brought up in Vancouver's West End, pointed out that the Underhill affair was making Canada look silly in the outside world.

Academic tenure in Canadian universities a generation ago meant appointment at the pleasure of the board of governors. Standards were somewhat casual; professors who were self-motivated did research, but those who did not publish were in no great danger of perishing. So long as a professor trod gingerly around controversial topics such as the theory of evolution, sexual symbolism in Melville's novel *Moby Dick*, or the imperial connection, his performance in the lecture hall could be merely adequate.

Politics was a dangerous area. In contrast to Europe, one did not find professors sitting in parliaments or legislative assemblies before the concept of academic tenure in Canada acquired some teeth. One did make an attempt in 1935; Professor W.H. Alexander of the University of Alberta won the nomination for the riding of Edmonton West, and the Board of Governors riposted with a decree forbidding professors to run for parliament. Alexander left Canada shortly afterwards to teach at the University of California in Berkeley.

South of the border, the first statement on academic freedom and tenure dates back to 1915, but Canada had to wait until the late fifties. Two events helped it along. The first was an incident in 1958 at United College, now the University of Winnipeg, where a professor on permanent appointment, Harry Crowe, was fired when a private letter he wrote to a colleague criticizing the administration found its way somehow into the college principal's hands. The Canadian Association of University Teachers assigned two outsiders the task of writing a report on the "Crowe Case", one of them Bora Laskin, now the Chief Justice of the Supreme Court of Canada. Their report set university heads thinking.

The second was that, in the eight years following the "Crowe Case", Canadian university enrollments doubled, and the scramble was on for good academics. Universities here could not afford to offer significantly worse terms than their U.S. counterparts, and they began to regularize and publish their conditions of employment. Letters of appointment to faculty members acquired the force of contracts. But at the same time, standards became tighter. Vacancies were advertised, the period of probation became longer and tenure was harder to get.

The result has been that, whereas in 1960 only 38 percent of full-time faculty had doctoral degrees, now the figure is well over 60 percent. In fact, Canada surpassed the United States a full decade ago; in 1972-73, 53.7 percent of Canadian faculty possessed earned PhD's compared to 49.6 percent in the U.S.A.

A faculty member at the University of British Columbia is "up for tenure" after five year's probation. In the United States, the average probation works out to 5.4 years in public institutions and 5.9 years in private ones. In 1978-79, U.S. universities considered 12,400 candidates for tenure, granted it to 58 percent of them and gave 22 percent a second chance. I have no comparable percentages for Canada, but I suspect that when everything is taken into consideration, they are not dissimilar.

Tenure, once granted, can be revoked if the reasons are adequate. The CAUT has records of about 25 tenured academics who have been dismissed over the past 15 years, and estimates that three times that number may have chosen prudently to resign before their cases reached the point of formal review. Wherever three professors are gathered together, one can hear stories of tenured academics who have used their tenure as license for terminal laziness, but very few of them get away with it for long. The machinery exists to fire them if necessary.

I have on my desk a reminder of the cost of academic freedom denied. It is a change-of-address card from one of the greatest economic historians of the ancient world, Sir Moses Finley, who has just retired as professor at Cambridge University in Britain, and Master of Darwin College. Finley was on the faculty of Rutgers, the state university of New Jersey, in the early fifties when Sen. Joseph McCarthy, with an assist from Richard Nixon, was carrying on his noisy crusade against alleged communists in government and the universities. Finley is, in fact, one of the most effective critics of the Marxist interpretation of economic history, but the McCarthyites had no time for such subtleties. He was hounded out of Rutgers, emigrated to Britain where he put together his career again, and five years ago, he was knighted by the Queen.

Finley's story is proof that top scholars can survive loss of tenure. But the cost is very great, and in Finley's case, it was greater for the intellectual life of the United States than it was for Finley himself.

Allan Evans is a Professor of Classics at the University of British Columbia.

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IN THIS ISSUE

Opposition mounting to Socred assault 1
B.C. budget blasted 7
Universities' problems should not be overlooked 9
CAUT Council 1983 10
Can Canadians have effective security service 12
PACIS report stirs controversy 13
The Reaganization of research 14
CAUT cautious in info flow debate 15
Seeking status in the stacks 17
Canada's universities in the Information Age 19
Report on foreign students sells out values 21

REGULAR FEATURES

Letters 2
Commentary 3
A Lobbyist's Notebook 9
Bargaining Talk 13
South of the Border 14
Books 23
Vacancies 27

LETTERS LETTRES

Prison education

I wish to bring to the attention of our colleagues certain facts (or mere observations?) relevant to Professor J. Douglas Ayers' commentary on the cancelling of prisoners' courses.

In the spring of 1980 I was able to study the attitudes of inmates towards work programs in penitentiaries in Ontario and Quebec Regions. Altogether, 133 inmates were interviewed; "work" included education. There were striking differences between Ontario and Quebec.

In Ontario, there was little interest in full time academic education; those who already had a fair amount of it wanted to have more, while those who had very little opted for work with good pay — almost impossible to get without education. The general preference was for work paid at the rates "in the street" and for trade and vocational training. The majority voted for service occupations, but in most penitentiaries there was a substantial minority interested in production — mainly for export — and in office work. The need for modern industrial equipment was often expressed.

In Quebec, production and service were equally favoured but, unlike Ontario, academic education was chosen as often as production, service, repair and office work put together. Educational equipment was listed among the most important needs. There was little interest in trade and vocational training.

The value of academic education in the correctional process is a matter of controversy in criminology. Daniel Glaser (*The Effectiveness of a Prison and Parole System*, Indianapolis, 1964, pp. 273-279) notes that enrollment in academic education in prison is associated with *less* success after release; but long term offenders are said to benefit from prison education. Lucien Morin's report (University of Quebec at Trois-Rivières, 1979) stresses "a natural obligation to do what is good" and advocated education as enhancing human growth, dignity, cognitive development and maturity.

Most reports in Canada, the United States and Europe claim that education reduces recidivism, but the only "substantiated" report may be due to self-selection. Glaser's sample may be equally self-selected: in the prisons he studied, enrollment in academic courses could have been the means of avoiding hard work.

It appears that there is no conclusive evidence that education reduces recidivism, but the same goes for vocational and trade training, work, psychiatric treatment, group discussions and other rehabilitation programs. Their intrinsic value is impossible to assess.

Tadeusz Grygier
Professor Emeritus
Department of Criminology
University of Ottawa

Debate no further

The debate about the human rights in the Soviet Union and elsewhere need not go further, it has been neatly and succinctly summarized in the following passage from Abram Terc's (Andrei Sinyavski) "Voices from the choir" (in Russian, London 1973), p. 167 : On "The Declaration of Human Rights" the camp supervisor said : You haven't understood. This is not for you. It is — for the negroes.

Viktors Linis
Department of Mathematics
University of Ottawa

We must be choosy about ties with Latin American universities

I have followed with interest the debate over "The Canada-Latin American Connection" which has appeared in recent numbers of the *CAUT Bulletin* and am writing to express concern over the general thrust of the remarks made by François Loriot, Executive Director of the Inter-American Organization for Higher Education.

M. Loriot notes that the IOHE "refrains from any political involvement and avoids debates of this nature." The Organization, he notes, "is solely dedicated to the development of higher education in the Americas and has no resources or intentions to devote itself to political issues and regimes of other countries." Laudable though these goals undoubtedly are, they reveal an incredible naiveté about the realities of academic life in the countries to the south. So, while being in total agreement with the idea of closer Canadian-Latin American ties, I believe that there has to be some process of selectivity employed by Canadian administrators.

If we are not a little more choosy about our university ties with Latin American academic institutions, we run the risk of being exhibited as tacitly agreeing with their practices. While not a specialist in Latin American university education, I have seen enough to know that to grant a blanket dispensation is unwise. A few examples might suffice to indicate to our colleagues just what kind of things have been taking place:

Chile is understandably the best example of academic suppression in South America. Despite its long-standing democratic traditions, the Pinochet Government has been guilty of the most brutal excesses (Remember "Missing?"). A recent report noted: "Since the coup, thousands of persons have been expelled from the universities, including 30 to 35% of the faculty in all Chilean universities."[1] In the first four months of 1981 the same report noted "250 academies have been dismissed or 'invited' to resign from Chilean universities and another 100 have been given notice that they will have to leave in May."[2]

In 1981 the Catholic Episcopal Conference of Chile released a pastoral letter entitled "The Educational Reforms," in which the Bishops criticized strongly the elitist trends of these new programmes, and the ideological pressure on all teachers not to voice any criticism of the government. Their collective view was that "the reforms...are a challenge that the Church cannot ignore."[3] The social science and humanities fields have been decimated by these harsh measures, and as a result degree programmes are offered in the universities in only a dozen fields (Law, architecture, biochemistry, dentistry, agronomy, civil engineering, business and economic sciences, forestry, medicine, veterinary medicine, psychology and pharmacy).[4] James H. Street, in an interesting article, "The Suppression of Economic Heterodoxy in Chile," noted that the Pinochet régime "heavily intervened in the Chilean universities by eliminating research and instruction in most of the social sciences and limiting the teaching of economics to an officially approved orthodoxy."[5]

M. Loriot claims that this was not a "purge," but instead resulted from a restructuring of "higher education on the American model." This is clearly an untenable position (Aren't Sociology, History, Political Science, etc., taught in American universities?), and needs to be refuted.

Argentina has been in the news recently as the military junta desperately tries to cover its tracks following the murder of between 6,000 and 30,000 *desaparecidos*, missing since the 1976 coup. The latest ploy is to grant amnesty to all members of the security forces who fought in this so-called "dirty war."[6] The American Association for the Advancement of Science noted in a recent publication the "firing of nearly 100 research scientists supported by the Consejo Nacional de Investigaciones Ctentificas y Tecnológicas (CNICT), and more than 600 scientists" from a variety of scientific research institutes.[7] After giving detailed "case histories" of a variety of academics who have been dismissed, arrested or simply "disappeared" since 1976. Again the national criterion ("What is not Western and Christian is subversive") is used by the military to cloak their widespread abuses.

Uruguay has also undergone drastic changes in its educational system within the last decade. The restructuring by the military has led to the dismissal of more than 50% of its professors and staff. Political activity has been officially suppressed by the military, and in 1974 university staff members were required "to sign a declaration stating that they adhere 'without reservations to the democratic republic system that the Nation has established', and that they 'had not belonged nor do not belong to the anti-national organizations dissolved by the Executive Power.'"[8]

Much has been written about prominent Uruguayan mathematician José Luis Massera,[9] who has been imprisoned over the last seven years, and tortured, because of his political opposition to the military government. The tragic thing is that in Latin America there are literally hundreds of Masseras.

Central America (and specifically El Salvador and Guatemala) is of course the focus of much media attention these days. A recent issue of the *CAUT Bulletin* gave details of the June 1980 invasion of the campus of the University of El Salvador: Some 800 government troops attacked the university, leaving some 50 people dead. A few months later the Rector of the University, Dr. Félix Antonio Ulloa, was assassinated. In Guatemala, universities have also been the target of government oppression. In 1980 Interior Minister Donald Alvarez Ruiz told the press that he viewed university student organizations as being "equivalent to guerrilla organizations."[10] That same year, well-known economist Dr. Julio Alfonso Figuero was assassinated, and shortly after "death-threats forced University Rector Saul Osorio to leave the country. He and other educators had also appeared on the death list of a right-wing death squad known as the *Ejército Secreto Anti-communista* (ESA) or Secret Anti-Communist Army."[11]

The objective of this overview is to show that education in many parts of Latin America has been emasculated by extensive military repression. Freedom of expression has been severely curtailed, thousands of professors and students have been tortured, exiled, killed or "disappeared," and since the advent of the Doctrine of National Security in the 1970's, the university system has generally been manipulated by the military masters.

So what does this have to do with the IOHE, and a Canadian role? Quite simply, if we plunge into an unquestioning relationship with the emasculated remnants (often controlled by military Rectors) we are accepting them as legitimate representatives of their educational system. To accept this status quo is, moreover, tantamount to quietly accepting the widespread violations that have taken place in the 1970's. We occasionally place on a "blacklist" Canadian universities with dubious academic or hiring practices — and rightfully so. By the same token, though, don't our academic colleagues in Latin America deserve the same respect and support as they struggle against the heinous military dictatorships which plague Latin America?

I would hope that Canadian academics would have the good sense to request their university communities to reject an alliance with the IOHE until it shows a little more ability to discern between the member nations.

1. *Human Rights and Scientific Co-Operation. Problems and Opportunities in the Americas*, ed. Eric Stover and Kathie McCleskey (Washington: American Association for the Advancement of Science Committee on Scientific Freedom and Responsibility, 1981), p. 77.
2. Ibid., p. 79.
3. "Una educación centrada en el hombre," *Solidaridad*, 1ra. quincena marzo 1983, p. 12.
4. John Walsh, "New University Law Decreed in Chile," *Science*, Vol. 211, March 27, 1981, p. 1403.
5. James H. Street, "The Suppression of Economic Heterodoxy in Chile," *IASA Newsletter*, Vol. XIV, no. 1 (Spring 1983), p. 10.
6. "Junta plans amnesty for police," *The Globe and Mail*, May 9, 1983, p. 4.
7. *Scientists and Human Rights in Argentina since 1976*, ed. Eric Stover (Washington American Association . for the Advancement of Science, 1981), p. 15. Stover and McCleskey note that some 120 physicists — about 40% of the members of the Argentinian Physical Society "have either been fired from their jobs or have fled the country" (p. 81).
8. Stover and McCleskey, p. 75.
9. See "Delegation barred from Embassy," *CAUT Bulletin*, May 1981, p. 6.
10. Cited in Stover and McCleskey, p. 67.
11. Ibid, p. 68.

John M. Kirk
Department of Spanish
Dalhousie University

LETTERS LETTRES

Compete on equal basis

I would like to congratulate you on publishing "The faculty - key to accessibility for the disabled student" by Thomas F. Siess in the *CAUT Bulletin*, December 1982.

In my opinion, a crucial factor is the determination of what are the *reasonable* accommodations to make in each specific situation. They should not be viewed as special but as an attempt to enable the disabled student to compete on an equal basis with peers (for example by providing a longer time allotment for an evaluation). However, once the accommodations go beyond what is strictly necessary (for example by instituting a waiver rather than an appropriate alternative), they become components of a continuing inequity.

It is not easy to make this determination. (How much longer? Which alternative format?) Faculty, registrars and student service personnel need to reflect upon their interactions while sharing the commitment referred to by Siess *with which the promise of equal opportunity can become a reality.*

Eileen M. Barbeau,
Co-ordinator of Services to
Disabled Persons
University of Toronto

Vacancy

"Tenure track"? "Tenure stream"?
Languid metaphoric babble.
It isn't (yet) in O.E.D.
But why not "tenurable"?

Samuel Rees
Department of English
The University of Alberta

Try for exchange

I was very amused by the letters of A. Basilevsky and C.J. Munford. All one should do is transcribe Dr. Munford's letter into the opposite, i.e. replace the word anti-communist by anti-capitalist, the word "red" by "USA", the words Soviet Union by "USA", etc. and then test whether any Russian academician would (a) publish such a letter in Russia, (b) remain at his post for another day, (c) remain in his city for a further week, (d) obtain permission to write to his family from Siberia.

Perhaps both writers should try to read the 1949 discussion on genetics and Lysenko (published in English) and search for those geneticists who were against Lysenko.

As long as both writers can keep their university position they cannot persuade anyone that things are no worse there than here.

Perhaps they should try for an exchange between themselves and someone in the USSR who holds my views.

Peter Hahn
Faculty of Medicine
The University of British Columbia

Aid to Reagan

I am fully in support of Clarence J. Munford's commentary (*CAUT Bulletin, Vol. 30, No. 2, April 1983*) on Kenneth Hilborn's red-baiting which the latter seems to have made his major intellectual contribution to scholarship.

Professor Hilborn has written in much the same vein in a recent issue of *CUSO Forum* (Winter 1983, pp. 7-9): "CUSO's Politics and Soviet Strategy", an article sprinkled liberally with red-baiting and little else.

Surely, Professor Hilborn should offer his services to Ronald Reagan or, better yet, as the intellectual theoretician of the Moral Majority.

Peter C.W. Gutkind
Department of Anthropology
McGill University

Who is baiting who?

Clarence J. Munford's letter about anti-Soviet propaganda and red-baiting in the *CAUT Bulletin* (April, 1983) is curious. It is interesting that he assumes that someone in the inner circles of the CAUT executive has authorized it all, as though ordinary members could not possibly have arrived at their positions on the Soviet Union independently. Actually, given the Soviet Union's well documented record of suppressing academic freedom, it would be quite surprising if the organ of an academic organization like CAUT did not contain a fair amount of criticism regarding that system.

In reality it is Munford who is doing the baiting. He would evidently like to divide the world into the "good progressives" who, in league with the Soviet Union, oppose nuclear war and racism, and the "bad reactionaries" who are war-mongering, racist and, sin of sins, anti-Soviet.

The days are long gone when serious criticism of the Soviet Union was nearly the sole domain of right-wingers and red-baiters. A growing number of people on the political left are coming to realize that the Stalinist practices of the Soviets have done more to discredit socialism and damage its cause that all the rabid rightists in the world.

The Soviets have persecuted and harrassed their own independent peace movement, forced russification on their non-Russian minorities and, most recently, gleefully presided over the crushing of the independent trade union movement in Poland. Does Prof. Munford really believe that open discussion of such issues can be effectively answered by invoking the spectre of red-baiting?

Alan Rutkowski
Library
University of Alberta

Academic libraries ignored

I noted with chagrin the article (or was it an advertisement?) on p. 14 of the April issue of the *CAUT Bulletin* concerning the information activities of the federal government's Task Force on Service to the Public. The Task Force is offering some of the same services as the ill-fated Information Canada, which was disbanded in 1976 for reasons that many observers feel were more political than financial. The Task Force has learned much from the experiences of Information Canada but, like its predecessor, appears to be unfamiliar with the details of library participation in making federal government publications available to the Canadian public.

I refer specifically to the fact that university libraries are not mentioned in this article. The majority of university libraries have copies of *Index to federal programs and services* as well as all other priced publications distributed by the Canadian Government Publishing Centre of Supply and Services Canada.

Until a very recent reorganization placed it directly under Communications Services, the Canadian Government Publishing Centre of Supply and Services Canada oversaw the depository library program in addition to its primary responsibility for publishing and selling government documents. As of March 1982 there were 30 academic libraries holding full depository status. The remaining 18 Canadian full depositories are legislative libraries, the Library of Parliament, the National Library and a few large public libraries.

Each week these libraries receive automatically and without charge, a carton of federal government publications, both free and priced, covering a wide range of subjects. Although not all federal publications are distributed on deposit, all parliamentary documents, Statistics Canada "catalogued" titles and many other important materials are included.

There are also many selective libraries which choose the publications they feel will be useful to their clientele. These are public, college and government libraries.

Full depository libraries at universities generally have at least one professional librarian who specializes in government publications. Government Documents Librarians and other knowledgeable staff members can assist researchers requiring both retrospective and current government information. Many of these people have years of experience behind them and have multiplied the utility of the depository collection by identifying and acquiring federal publications that are not received on deposit. Depository libraries have all signed agreements to keep, organize and make the publications received under the program available to all members of the public, not just to their own particular constituency of users.

The Canada Service Bureaux are performing several useful services. I have no doubt that the information officers working in the Service Bureaux are familiar with the resources and services available in neighbouring university libraries. However, it is distressing that these services are not mentioned in an article in a publication for university teachers!

Although the government will occasionally acknowledge that its publications are available to public libraries it seems to avoid the mention of academic depositories. Perhaps I am becoming cynical but I am beginning to believe that this is deliberate policy. Such a policy could, I suppose, be motivated by either a desire to sell more publications or by a fear of encroaching on the provinces' jurisdiction over education. Both these possible justifications are weak when weighed against the right of the Canadian public to the widest possible access to government information. My cynicism is reinforced by the discovery that the 1983 *Index to federal programs and services* contains no reference whatsoever to the depository library system even though a full list of bookstore agents selling government publications is included!

The government is doubtless spending a small fortune setting up the machinery to implement the *Access to Information Act*. It is probably expecting too much to hope that the existence of vast resources of government information and expertise in

p. 8

Director of Library Services

Brandon University invites applications and nominations for the position of Director of Library Services, a senior administrative position, reporting directly to the President. Minimum qualifications are the MLS or equivalent and five years experience in academic libraries. Additional qualifications include academic administrative experience; demonstrated leadership and management skills; proven ability to communicate effectively with faculty and students; a record of constructive interaction with the university and wider community, and experience in fundraising. Candidates must be knowledgeable about library trends including the application of modern technology.

The Brandon University Robbins Library holds in excess of 250,000 volume equivalents, 1,800 journal titles and operates from six locations with a staff of 5.5 FTE professionals and 22.26 FTE support staff. University enrollment is currently 3,000 full-time and part-time students.

Applications (accompanied by the names and addresses of three references) and nominations must be forwarded by September 30, 1983 to:

Dr. Herold J. Perkins, President
Brandon University
270 - 18th Street
Brandon, Manitoba
R7A 6A9

BRANDON UNIVERSITY

Dean of Student Services

Brandon University invites applications and nominations for the position of Dean of Student Services. The Dean of Student Services occupies a senior management position reporting directly to the President and is responsible for planning, initiating, expediting and facilitating programs in the areas of academic, personal, vocational/developmental and career counselling; learning skills development; financial aid; admissions; high school and community liaison; residence halls and other campus special programs.

The successful candidate will have a minimum of a master's degree (or equivalent) with appropriate professional expertise and experience. Preference will be given to candidates with special experience in the area of Student Services and/or guidance/counselling in a university environment as well as demonstrated administrative experience.

Applications (accompanied by the names and addresses of three references) and nominations must be forwarded by September 30, 1983 to:

Dr. Harold J. Perkins, President
Brandon University
270 - 18th Street
Brandon, Manitoba
R7A 6A9

BRANDON UNIVERSITY

Opposition mounts...p. 1

creased its share of student aid — as it did last winter — the provinces would not reduce their contribution.

He also expressed concern about the attack on academic freedom which he saw as part of a general attack on human rights in the province.

Other bills regarded as attacks on the school system and on the community colleges include the follwing:

- Bill 6, the Education (Interim) Finance Amendment Act, gives the Minister authority to set the total amount, as well as any portion, of a school board's budget. The Bill also repeals the sunset provision, which would have provided a 1984 expiry date for the Act.
- Bill 19, the Institute of Technology Amendment Act, revises the method of appointment and the composition of the board of governors of the British Columbia Institute of Technology. The Bill allows the Minister to control courses and programmes to be offered or cancelled.
- Bill 20, the College and Institute Amendment Act, abolishes three post-secondary councils (occupational training, academic and management advisory) created in 1978 to allocate government funds to colleges and institutes in B.C. and transfers most of their powers to the Minister. The Bill revises the provisions for the appointment of boards of governors, providing for five or more members appointed by Cabinet, eliminating student, faculty, school board and community representation. The Minister of Education has been given authority to determine courses and programs to be offered or cancelled at colleges and institutes.
- Bill 27, the Human Rights Act, has provoked particular outrage in the province and across the country. The Act abolishes the Human Rights Commission and the Human Rights Branch and replaces them with a human rights council of no more than five members, appointed by Cabinet. There is no appeal from a council decision not to investigate a case and no apparent penalty for refusal to cooperate in an investigation. Complainants will be required to provide their own lawyers and a losing complainant could be ordered to pay the costs of a board of inquiry, including the costs of the person against whom the complaint was made. Further, the burden of proof in questions of employment discrimination has been shifted to the complainant, who must now prove intent to discriminate as well as actual discrimination.

The Bill does not provide for punitive damages and seems to leave collection in the hands of the complainant. The Bill also deletes a former provision which prohibited any discrimination "without reasonable cause", thus eliminating protection against forms of discrimination not specifically named in the Bill. As a result pregnant women, welfare recipients and suspected homosexuals will no longer be protected by human rights legislation. The Bill allows the new council to dismiss a case as trivial without investigation and permits discrimination in job advertising and by employment referral agencies.

Other measures in the Socred legislative package include the elimination of refugee aid, freezing of welfare rates and funding for welfare assistance programs, reduction of grants for community projects, including activity centres for seniors, the elimination of the Child Abuse Team, the cancellation of the Community Involvement Program which provides additional income for welfare recipients who participate in non-profit community service projects, the elimination of Shelter Aid for Elderly Renters, the abolition of Home Purchase Assistance Grants and limitations on mortgage assistance, the elimination of consumer affairs counselling, reduction of legal aid and more stringent eligibility requirements, the privatization of government-operated programs and services, the sale of government-operated lodges, ski facilities, demonstration farms, Pacific Coach Lines, government periodicals and publications, including the award-winning and profitable *Beautiful British Columbia* magazine, and Tranquille and Colony Institutional farms.

In addition, legal services, advertising, planning analysis, architectural and engineering services, computer systems advice and staff training services will be contracted out to the private sector. Regional offices in the Ministries of Forests, Provincial Secretary and Government Services, Environment, Finance Municipal Affairs, Transportation and Highways, Consumer and Corporate Affairs and Lands, Parks and Housing have been reduced or eliminated.

in the interest of maintaining adequate health, medical, and human rights services despite budgetary restraint, and in keeping with our tourism advertising slogan of SuperNatural B.C. "

Cette attaque contre la permanence et la sécurité d'emploi est lourde de conséquences terriblement négatives pour tous les employés qu'elle touche. Nous affirmons cependant qu'elle en a de plus graves, socialement, parce qu'elle atteint les professeurs d'université. Pour ceux-ci, la "tenure" est liée à la liberté académique et donc à leur rôle de critiques sociaux....Le Comité exécutif veut vous exprimer sa profonde indignation et sa vive inquiétude.

- Marie-Andrée Bertrand
Présidente, la Fédération des associations de professeurs des universités du Québec

Contractual relations and traditions cannot be thrown away like garbage without human relations becoming barbarized. This act promotes the law of the jungle not the law of civilized human beings, and it promises to drive B.C. universities into an intellectual stone age.

- Al Hunter
President, Cunfederation of Alberta Faculty Associations

This bill is, in general, a regressive measure which abrogates basic rights and legal protections won over many years and considered fundamental to democratic citizenship.

- Cecil Yip
President, University of Toronto Faculty Association

The legislation which you have proposed has no place in a democratic society; its enactment would move British Columbia and, by association, Canada, towards the kind of repressive society which Canadians have fought for decades to resist.

- John Starkey
President, The Faculty Association University of Western Ontario

It is no exaggeration to say that without tenure the university cannot possibly perform its role of independent critic and intellectual innovator, and so cannot give society full value for its investment in the university system.

- Richard Spencer
Past President, CAUT

We understand concerns about the cost of post-secondary education, but this abuse of academics, independence is not the way to achieve your concerns. It will win no respect. It will not work. We call upon you to abandon Bill No. 3.

- D.L. Bunbury
President
St. Francis Xavier Faculty Association

The procedures that your Government has proposed will result in the people of British Columbia spending marginally fewer dollars for a vastly inferior post-secondary system.

- Victor Catano
President, Nova Scotia Confederation of Faculty Associations

The people who will be most victimized by your legislation will be precisely the defenceless groups, the usual objects of prejudice whom it is the duty of democratic governments to protect; namely the poor, minority ethnic groups, women, homosexuals, and those of minority religious or political persuasions...Times have changed since 1950, and the solution of social problems can no longer be left to the private sector. Human rights may be far more valuable to a society, now, than corporate profits. Please be among the first politicians in Canadian history to admit wrongdoing, and withdraw your legislation. The history books of future decades will thank you for it.

- Deborah Harrison
President
Brock University Faculty Association

The real test for a democratic society is found in its ability to preserve fundamental rights during times of difficulty. We are convinced that your proposed legislation will substantially undermine such rights and, if it is passed unamended, the test will be failed. Further, another principle will have been established. It is that fundamental rights can he treated as items for discard in difficult times.

- Pamela Smith
Chairperson, University of Regina Faculty Association

B.C. budget blasted

The "restraint" legislation brought down in July by B.C.'s Social Credit government has provoked an unprecedented national and international response to the threat it poses to academic freedom, tenure and human rights.

The CAUT has received copies of hundreds of telegrams and letters of protest sent by individual teachers and teacher organizations throughout Canada and the international community. The Association of University Teachers, Great Britain, the Federation of Australian University Staff Associations, the New Zealand Association of University Teachers, the American Association of University Professors, the National Education Association (U.S.), the American Federation of Teachers (and other international teachers' organizations) have protested to Premier Bennett, Universities Science & Communications Minister Pat McGeer and Provincial Secretary Jim Chabot, registering their concern and confirming that the recruitment of academic staff will be extremely difficult in the absence of tenure. Internationally renowned research institutions including Harvard, MIT, Yale, Princeton, Oxford and Cambridge, have echoed these concerns.

Most Faculty Associations across Canada have made similar protests. OCUFA, NSCUFA and FAPUQ placed an advertisement in the Globe and Mail rapping the Bennett government.

The CAUT has approached various scientific and post-secondary associations with national offices to ask for their assistance. The Federation of Engineering and Scientific Associations denounced the legislation as "an affront to Canadian traditions of moderation in government and progressive social attitudes" and has called upon the federal government to intervene.

The Canadian Teachers' Federation, at its annual meeting in July, unanimously passed several motions condemning the "actions of the British Columbia Government which attack fundamental human rights of all employees in the public service, destroy the collective bargaining rights of teachers and others in the public sector and dramatically reduce the funding necessary for quality education and other essential actions." The CTF also passed a resolution in support of a complaint to the International Labor Organization of the United Nations.

Jack Finnbogason, President of the College-Institute Educators' Association of British Columbia, which represents 2,700 faculty and staff in the province's colleges and institutes, said his group intends to work with labor and community groups to fight the legislation.

Delegates attending a meeting of the 90,000 member Fédération internationale des professeurs de l'enseignement secondaire officiel, a French-speaking secondary school teachers' organization in Western Europe, also unanimously passed a resolution condemning the legislation.

These provisions will destroy academic freedom and eliminate free and independent research and teaching. They will undermine the quality of education in British Columbia since it will be very difficult to attract and retain first-rate teachers and researchers. This will be to the obvious detriment of the citizens, employers of the province and most particularly of the students.

- Don Cameron,
Executive Director, National Education Association

The legislation makes a mockery of all hargaining arrangements in the province. It effectively inhibits free and independent teaching and research. American teachers everywhere will he appalled at this attack on the public schools, community colleges and universities of the province.

- Alvin Shankar
President, American Federation of Teachers

I urge you not to proceed with this policy change because academic tenure is central to the function of universities as institutions producing, sharing and applying knowledge on society's behalf. The North American community of higher education has long understood the necessary relationship between tenure and academic freedom as a condition for the quality and the integrity of scientific inquiry and teaching.

- Irving J. Spitzberg
General Secretary, American Association of University Professors

The purpose of a university cannot be fulfilled unless there is academic freedom. Tenure is the practical means by which such freedom is guaranteed...We trust that the government of British Columbia will reconsider its decision to introduce Bill 3 and will recognize the need for academic tenure in the public interest as well as that of academic staff themselves.

- Diana Warwick
General Secretary, Association of University Teachers, Great Britain

I wish to express in the strongest terms the amazement and concern of the academic community in Australia at this interference with the autonomy of the universities in British Columbia. Tenure is the only legal protection of academic freedom, a fact confirmed by a recent all-party committee report prepared by members of the Senate of the Parliament of Australia

- Dr. Adrian J. Ryan
President, Federation of Australian University Staff Associations

Provincial Secretary Jim Chabot — UBC President George Pedersen

UBC President "shocked" by gov't. restraint bill

UBC President George Pedersen has expressed deep reservations about provisions contained in the proposed provincial legislation known as Bill 3, the Public Sector Restraint Act.

"I am quite shocked at the apparent prospect that the legislation may alter in a fundamental way the traditional employee relationships that have long existed in universities here and elsewhere," he said. "What is being proposed will be of very serious concern to both the Canadian Association of University Teachers and the Association of Universities and Colleges of Canada.

"Indeed, it has been suggested to me that the blanket provision of 'dismissal without cause' is in contravention of the new Constitution and an agreement with the International Labour Organization, to which Canada is a signator.

"In the case of the University, it cannot be argued that such dismissal procedures are necessary in order to satisfy the current restraint program. All of our collective agreements, including the one with faculty, make provision for employee lay-off in the case of fiscal exigency.

"Tenure," Dr. Pedersen added, "is a time-honored concept which enables faculty members to carry out research and to teach without fear of external pressures and influences. It is a provision about which there is often debate but clearly its continuance or abolition should be in the context of its merits and not on the basis of fiscal restraint. Contrary to our Minister's stated position, I am very much concerned that this proposed legislation may reduce our ability in B.C. to attract and retain the very best scholars and researchers. It will be very difficult if we seem to be the only political jurisdiction in North America to have abolished tenure for faculty.

"While I recognize that restraint is a defensible position in these difficult economic times, the possible scope of Bill 3 may constitute a serious assault on the autonomy under which this University has operated since its establishment, if the regulations are not carefully drawn."

B.C. faculty associations attack Bill 3

Spokesmen for the faculty associations of the three British Columbia universities have attacked the introduction of Bill 3 by the BC government. In a press release issued in July, the associations said that no employees should be fired without just cause being established.

The joint release said that any attack on tenure in the universities will create serious problems for the university system.

"Tenure protects the freedom of faculty to teach and to research without fear of reprisal.

"Any attack on tenure would make it difficult to hold and attract good people to British Columbia universities. Direct intervention by the government in the autonomy of the universities may well mean the political direction of courses and faculty — a feature of totalitarian societies."

The associations emphasized that tenure does not guarantee a job for life.

"Incompetent professors can and have been fired, and the faculty associations accept the necessity to negotiate financial exigency arrangements with the universities but not to have them imposed unilaterally by the provincial government."

The faculty associations are consulting counsel about the possibility of legal challenges to the law and are meeting with the CAUT and other groups to determine courses of action.

Spokesmen for the associations say it is possible that the Charter of Rights may be invoked to protect the academic freedom of professors.

CONCORDIA
UNIVERSITY

Dean
Faculty of Fine Arts

Concordia University invites applications for the position of Dean of the Faculty of Fine Arts. The appointment will be effective June 1, 1984 for a renewable five-year term. The present Dean will retire in 1984, and is not a candidate.

The Faculty of Fine Arts grants the following degrees: BFA; MA in Art Education and Art History; MFA in Studio Arts; and a Ph.D. in Art Education. Its diciplines include studio arts; art education and art therapy; art history; cinema; design; photography; sculpture, ceramics and fibres; theatre; music; and dance. In 1982-83 it had an enrollment of 1100 full-time students and 1200 part-time students. The numbers of students with English and French respectively as their mother tongue are about equal.

Ability to participate in meetings in French, notably with government and other universities, is a requirement of the position.

Applications or nominations, with biographical information, should be sent by October 1, 1983, to the Chairman of the Advisory Search Committee: Dr. John S. Daniel, Vice-Rector, Academic, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

DEAN OF EDUCATION

Applications and nominations are invited for the position of Dean of Education. The position becomes available July 1st, 1984.

The Faculty of Education offers programmes leading to the following:
- Bachelor of Education
- Bachelor of Arts — Bachelor of Education
- Bachelor of Science — Bachelor of Education
- *Native Language Instructors' Diploma*
- *Native Teacher Education Diploma*
- Master of Education

Candidates should have a strong background in teaching, research and university administration. Salary is negotiable and will depend on qualifications and experience.

Applications should include curriculum vitae and the names of three referees. Applications and nominations should be received no later than October 31, 1983 by Mrs. G. S. Service, Secretary to the Search Committee for the Deanship of Education, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Lakehead University

Institute of Urban Studies
POST-DOCTORAL FELLOWS

The Institute of Urban Studies invites enquiries from post doctoral fellows in the field of Urban Studies (regardless of discipline) in taking up residence in the Institute for periods of time ranging from four months to two years.

The I.U.S. is a multiple function centre that undertakes to encourage, facilitate and engage in independent, multi-disciplinary research on urban or urban-related topics, to promote and engage in formal and informal education and community outreach programmes; and to conduct mission oriented or applied research. The Institute also has an active publications programme that includes a scholarly journal, newsletter, research reports, monographs and occasional publications.

The Institute offers fellows the opportunity for in-depth experience in a wide variety of areas. Fellows will be given suitable support services and access to research facilities. Although the University cannot offer a regular stipend, some financial assistance may be forthcoming.

For further information, contact:

IUS
INSTITUTE of URBAN STUDIES
UNIVERSITY of WINNIPEG

Dr. Alan F.J. Artibise, Director
Institute of Urban Studies
University of Winnipeg
515 Portage Avenue
WINNIPEG, Manitoba
R3B 2E9

J.H. Stewart Reid Fellowship

Simon C. Capstick, a Ph.D. student in physics at the University of Toronto is the 1983-84 recipient of the $5,000 J.H. Stewart Reid Memorial Fellowship.

Mr. Capstick has an Honours B.Sc. in physics from the University of Guelph and an M.Sc. in physics from the University of Toronto. This year he will be continuing doctoral studies begun in 1982 in the area of theoretical high energy physics and hopes to attain a postdoctoral research position in that area at a Canadian university upon completion of the Ph.D. thesis.

Mr. Capstick has held an NSERC scholarship since 1979 and was granted the J.C. McLennan and Gordon Ferrie awards at U. of T. for 1979-81 and 1982.

The J.H. Stewart Reid Memorial Fellowship was established by the CAUT through voluntary contributions by faculty associations and individual faculty members across the country. It was established to honour the memory of the first executive secretary of the Association.

The fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a graduate degree at a Canadian university.

Letters...p. 5

Canada's academic libraries will be taken into account in that machinery, especially when the government does not acknowledge let alone publicize its depository library network.

Heaven knows librarians have tried! We have written letters, submitted briefs and served on advisory committees but to little effect. Our one notable success occurred in 1979 when, with the help of CAUT and the academic community, the government was persuaded to change its mind about drastically reducing the number of depository libraries.

I hope readers of the *CAUT Bulletin* will use discretion in referring students to their nearest Canada Service Bureaux. They should familiarize themselves with their own library's government publications collection before checking out the services provided by the Task Force on Service to the Public and its Canada Service Bureaux.

Frances E. Rose,
Government Documents Librarian.
McPherson Library
University of Victoria

Editor's note: The piece in question was an advertisement.

The Director of the Task Force on Service to the Public, W.R. August, replies:

The article "Teaching Students to Use Their Resources" was prepared by the Task Force on Service to the Public to inform university teachers and their students about the various resources provided by the Task Force to improve access to the federal government.

Mrs. Rose correctly points out that depository libraries are an important source of federal information sources. However, the object of the article was to highlight resources which have been introduced by the Task Force in the past two years: the blue pages in telephone directories, the federal Telidon information bank, toll-free telephone service, Canada Service Bureaux and the *Index to Federal Programs and Services.*

In response to Mrs. Rose's specific comments about the *Index*, as explained in a letter to her, I would like to point out that the *Index* was developed primarily for use by federal employees handling public enquiries, to help them direct people to the right department and office.

The Task Force considered listing depository libraries in the *Index* along with other often used sources such as the constituency offices of Member of Parliaments but, because of space and budget restrictions, this was not possible in the current edition. Providing local community information sources is being considered as a possibility for the 1984 edition.

The kind of library listing Mrs. Rose proposes for the *Index* has already been made available by the Task Force through Cantel, the government's Telidon data bank. Developed by the Task Force, Cantel provides a medium with greater flexibility for this type of information.

Systems of Higher Education
International Council for Educational Development
AUSTRALIA $4.00
CANADA/2nd Ed. $8.00
GERMANY $8.00
FRANCE $7.00
IRAN $3.50
JAPAN $5.50
MEXICO $5.00
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Interbook, Inc., 611 Broadway, Room 227, New York, NY 10012

Universities' problems should not be overlooked, says CAUT President

by Helen Baxter

National Universities Week — a celebration of Canadian universities planned for October — is a positive move to publicize the universities' role, but should not ignore the fact that our university system is under severe attack, says CAUT President Sarah Shorten.

In a recent interview, Professor Shorten said that the CAUT welcomes the week, which is being sponsored by the Association of Universities and Colleges of Canada, as a means "to explain to the public what the universities do".

"Our universities are a rich and vital natural resource and contribute greatly not only to the cultural and social life of our society but also to the economic future of the country. This is not widely understood by the public," Professor Shorten said.

However, presenting only the positive side of the situation is not enough.

"What the CAUT wants to see come out of the week is the public's awareness of the fact that our university system is under stress and attack.

"If our current standards of high quality are to be maintained, and in the absence of any change of heart with respect to funding on the part of the two levels of government, we are going to be forced to follow the course being presented to us of limiting access to universities," Professor Shorten warned.

She said that in preparation for the week, the CAUT will be sending out information kits to local faculty associations in the early fall which "will help to ensure that the public appreciates the role and value of the universities but also understands the extent to which the future of the universities is in jeopardy."

The CAUT President said that the National Universities Week will be the first of many opportunities this year for the CAUT and its member associations to enhance public understanding of the universities. She cited in particular the Macdonald commission on the economy.

The Royal Commission on the Economic Union and Development Prospects of Canada, as the commission is officially titled, is headed by former Liberal cabinet minister Donald Macdonald. The commission, which will begin hearing submissions in September, will be focusing on Canada's long term prospects and examining the country's direction into the 21st century.

Professor Shorten said that in preliminary discussions with the CAUT Mr. Macdonald has made it plain that he regards the role of the universities in teaching and research as a topic of important interest to the commission. The situation, therefore, offers a very important opportunity for the universities.

Professor Shorten said that the CAUT's contribution to the commission, which will take the form of a major brief, will be among the most important projects for the Association this year.

"The CAUT has for some years been calling on the federal government to carry out a major study of the role and future needs of the universities," she said. "In the absence of a specific study on the subject, the Macdonald commission gives us a partial opportunity toward that end."

The CAUT President stressed the importance of contributions from the larger university community to the commission's study. She said that all local faculty associations have been invited to contribute to the CAUT's brief, but the locals and interested individuals should consider submitting their own briefs as well.

CAUT President Sarah Shorten

Professor Shorten cited two key issues that will be raised during the Macdonald commission hearings and in other forums this year: university funding and the EPF negotiations; and research.

She said that the current stalemate in negotiations between the federal government and the provinces over the Established Programs Financing legislation is a matter of major concern. In order to secure a resolution to the problem of funding, she said, it is going to be necessary not just for the elected officials of the CAUT to pressure the federal government, but for the university community across the country to exert pressure on both levels of government.

"At the moment, it is too easy for one level of government to blame the other. We need a concentrated effort on the part of the universities directed at both levels of government."

A second major job for the academic community this year is to explain to the politicians and the public the critical role the universities play in the area of research and development, Professor Shorten said.

"While research is an issue that both levels of government are treating with increasing seriousness, government officials in talking of R and D seldom pay attention to the role of the universities in the area of basic research and instead concentrate on projects with only short term practicality. In fact, the basic research capacity of the universities provides the long term stable environment in which short term projects can flourish."

Professor Shorten also pointed to the role of the universities in teaching young scientists. "They must learn basic research before they can apply it."

These are facts which the universities must make clear, she said.

A LOBBYIST'S NOTEBOOK

by Ron Levesque

National Universities Week

The Association of Universities and Colleges of Canada (AUCC) has from the beginning considered it bad strategy to mention the problems caused by government underfunding during its upcoming National Universities Week. CAUT agrees that it is important to inform the public of the invaluable work that the universities do. However, if our universities are a national resource, then it is equally important that the public understand that the universities are not in good shape. It is unfortunate that the wisdom of CAUT's position was brought home by the recent attack on the essence of the university, academic freedom, by the B.C. government — an attack which extends to community colleges and the public schools. The B.C. governments New Right attack on tenure as well as on other civil and collective bargaining rights is an attempt to use the state to destroy the rights of the poor, the underprivileged and minorities. Not since the days of Maurice Duplessis has a government launched such a remarkable attack on civil and academic rights in this country.

It is somewhat ironical that the joint meeting of AUCC and its American counterpart, ACE, which will be the climax to the week of celebration, intends to discuss "Attacks on Academic Freedom in Foreign Countries". I hope the AUCC has the courage to discuss and condemn the B.C. government's version of this spreading disease.

The notion that underlies the week of celebration is a commendable one; the universities do provide an invaluable service to a democratic society. In spite of reduced support, both moral and financial, the universities have performed extremely well. The academic staff of our universities can be proud of their contributions to the scholarship, to students and to the public in general. The public is getting its money's worth.

CAUT at the May Council meeting clearly supported the positive theme chosen for National Universities Week. The representatives of local and provincial faculty associations, however, disagree with AUCC's conscious decision to ignore the effect that underfunding is having on higher education. The Council endorsed the following CAUT Board motion:

> THAT the Board instruct the Administration Committee to institute planning for activities during the National Universities Week to publicize the role of the universities and their importance as a national resource and to articulate issues of concern to the faculty and, in particular, the results of underfunding of the universities.

Deliberate government policies to squeeze the financial resources of the universities has led to the inability to keep state-of-the-art equipment or to adequately stock libraries; the effect on research is, as governments know, difficult to document. These government attacks have led a few administrators to suggest that the way to save the university is get rid of or seriously undermine the legal underpinnings of academic freedom, tenure, in the name of administrative flexibility. The recent report prepared by administrators at the University of Toronto is a good example of this trend; unfortunately, the Toronto report does not appear to be an only-child.

It is true that the public is tired of listening to this or that institution or company claim that it is underfunded. Nonetheless the public is normally interested when certain important services are seriously curtailed. A decade of underfunding is not only leading to the decline of physical plants, to announcements of staff cutbacks but now appears to be seriously threatening accessibility. Although the current applications for full and part-time studies would suggest otherwise, it is possible that the public wants fewer of its children or adult members to attend post-secondary institutions. To date, however, members of the public have not been given an opportunity to express their opinion. CAUT has repeatedly called for a national commission or task force to study the role of university; this request has been ignored.

The universities have been and still are powerful democratic countervailing agents for social and cultural change as well as mobility. Both levels of government, in the name of financial restraint, appear to be quietly dismantling Canada's universities and concomitantly reducing the ability of qualified Canadians to seek a post-secondary education.

It is indeed important that at the end of the week of celebration the public recognize the universities as a national resource; but it is equally important they understand that this resource is presently in a state of atrophy.

The University of British Columbia

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COUNCIL 1983

by Helen Baxter

Sarah Shorten tops new CAUT executive

Sarah Shorten, an associate professor of philosophy at the University of Western Ontario, is the new President of the CAUT. She was elected to the Association's top post at its annual Council meeting in May.

Professor Shorten served as Vice-President Internal of the CAUT during 1982/83, is a past-president of OCUFA, and was on the executive of the UWO Faculty Association for several years.

Professor Shorten received a Masters degree in Greek and Latin from the University of St. Andrews, Scotland, and Masters and Ph.D. degrees in philosophy from Washington University, St. Louis. Her academic specialization is in the areas of Greek philosophy, history of philosophy, epistemology and theory of mind.

Professor Edward Anderson of the Continuing Education Division of the University of Manitoba was elected the CAUT's Vice-President Internal. He is charged with administering the Association's activities.

Professor Anderson has had extensive faculty association experience at local, provincial and national levels. He was President of UMFA in 1980/81 and has served on the CAUT Board of Directors since 1980.

Professor Anderson's academic background is in social and cultural anthropology. He received a Masters degree in anthropology from the University of Manitoba and has pursued doctoral studies in anthropology at Washington State University. His current research interests are in the areas of adult and distance education and prison education. He is presently the Co-ordinator of Distance Education for the University of Manitoba.

Professor Philip Welch of the Faculty of Medicine at Dalhousie University was re-elected the CAUT's Vice-President External. He will handle the CAUT's relations with member associations and represent the CAUT with affiliated and other organizations.

Professor Welch is a graduate in medicine from the University of Edinburgh and holds a Ph.D. from the Johns Hopkins University. In addition to his post at the university, he is Director of the Cytogenetics Laboratory at the Izaak Walton Killam Hospital for Children in Halifax and is a consultant in medical genetics to a number of Nova Scotia hospitals. He is a former president of the Dalhousie Faculty Association.

Prof. Ed Anderson

Prof. Philip Welch

Professor Edward Maher of the Faculty of Administration, University of New Brunswick, will continue his second term as the CAUT's Treasurer. He holds an M.A. in economics and finance and an M.B.A. in management from the University of Pennsylvania. Professor Maher has been highly involved in faculty association work over a period of several decades at the local, provincial and national levels. He served for many years as member of the executive committee and two terms as president of the Association of University of New Brunswick Teachers. In addition to sitting on the CAUT Council, he has served on the Association's Economic Benefits Committee.

Professor Maher is a member of numerous professional associations and is President of the Institute of Public Administration New Brunswick Region.

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Future universities only for rich?

Access to a higher education for many qualified persons in Canada is being seriously threatened by government underfunding of our universities. And lower income earners, women, part-timers and returning students will be the first to suffer, says CAUT Executive Secretary Ron Levesque.

In a report to the CAUT Council, Dr. Levesque said "a decade of underfunding is posing a serious challenge to Canada's ability to maintain access to higher education for all of its qualified citizens." He stressed accessibility as a key issue on which the CAUT and its member associations must take action this year.

Dr. Levesque said a policy of accessibility on the part of the federal and provincial governments over the last 20 years is being reversed and that some university administrators are supporting governments in this process.

"Some administrators, officials and politicians have begun to argue that a smaller university system would be better" and that "such a system would result in *better* students."

Pointing to the fact that several larger universities have developed plans to reduce enrolments, cut programmes and severely reduce staff, he said that some programmes have already been forced to cut admissions in the face of reduced funding.

"In a society such as ours, there is good reason to believe that such moves to limit accessibility will not affect each income level equally.

"In fact, limiting access to higher education will result in an increase in the proportion of students from higher income families who attend universities. No number of speeches about *better* students can alter this effect."

Dr. Levesque said that women in particular are likely to be disproportionately affected by restrictions in access. He noted that the expansion of university enrolments in the 1970's was almost entirely due to the increase in female participation, with female full-time enrolment increasing by 60 per cent in this period while male enrolment increased by only 14.5 per cent. This means that over 95 per cent of the increase was due to increased female attendance.

Part-time enrolment increases for women — at 200 per cent — were even more dramatic, he said.

The recent movement toward limiting accessibility will reverse the trend over the past decade toward increased female involvement in traditionally male domains such as engineering, medicine and law, Dr. Levesque said.

"Recently published figures on sexual stereotyping and unemployment among women do not give much reason to believe that women will not be disproportionately affected by reduced accessibility."

In addition, Dr. Levesque pointed to the negative impact restricted enrolment will have on part-time students.

The dramatic increase in the number of part-time students, especially those over the age of 24, is the most important change in recent university enrolment figures, he said, reflecting as it does a structural change in Canadian society.

"Some part-time students are returning to finish or upgrade degrees, many more are seeking a first experience of university level education.

"If the university system is made smaller and faculty are dismissed, then the resources of the university for part-time

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DALHOUSIE UNIVERSITY

Halifax, Nova Scotia, Canada

Department of Mathematics, Statistics and Computing Science

Applications are invited for the newly created position of Director of the Division of Computing Science within the Department. The position is to be filled July 1, 1984 or earlier.

The department has quite recently established an Undergraduate programme at both the general degree and Honours degree level. Students may study for the Honours degree in the Co-operative Education programme. There is also a Bachelor of Computing Science programme offered in conjunction with the Technical University of Nova Scotia. The department has a VAX 11/750 which runs under UNIX. The University Computer Centre has a CYBER 720 and has plans for buying micro computers to service the first year students.

Candidates should have demonstrated research and teaching abilities commensurate with a senior academic rank, have a broad background in Computing Science and be able to exercise administrative leadership.

Applicants should send a curriculum vitae and the names of at least three referees to:

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CAUT calls professors to action

University teachers have to become a credible political force in Canada. They must be prepared to go on the attack, even to strike, to protect the ideals of the university and democracy in this country.

This was the forceful and determined message expressed time and again by local and provincial faculty association representatives from across Canada as they met at the May CAUT Council meeting in Toronto.

In a free-wheeling policy discussion, members of Council faced head-on the formidable threats and challenges confronting the academic community today:

"The universities are losing their freedom, and if they are no longer free, society is no longer free."

"We're walking a tightrope...we're caught between our ideals and practicality."

"We need to focus on ideals and show what we stand for. If we let them slide, the prognosis for society is poor."

"Governments are threatening academic freedom. We must go on the attack to protect that freedom."

"We must let people know what governments today are doing to the future of their children."

"We have to become a credible political force. We have to get our hands dirty."

Several faculty representatives said their members would be prepared to go out on strike to protect academic freedom and democratic rights at their universities.

During the debate, members of Council identified the critical link, or relationship, between three primary areas of concern to the universities:

- accessibility
- adequate funding
- democratic rights and ideals

They agreed that university faculty must prepare a strong united offensive to ensure that the doors to higher education are held open to every qualified person in Canada, that our universities are adequately funded, and that academic and intellectual freedom is protected from the expediences of government, business and certain university administrations.

Members of Council approved in principle a many-pronged plan of action for the national, provincial and local associations to adopt during the coming year.

They saw as an important first step the development of a well-informed and mobilized membership. They agreed on the need for an internal "lobbying" effort which would seek to educate members on important issues and encourage their active support.

Members of Council also agreed that effective contacts must be forged, starting at the grassroots level, between faculty and other groups and organizations within and outside the university community.

The Council saw as of primary importance the need to educate the public on the role the universities play in our society. Many members focused on the critical issue of accessibility. They said that the public must be made aware of the impact inadequate funding is having on the future rights of their children to the benefits of higher education as well as on the ability of adults to return to the university for further education.

In order to initiate the broad lobbying effort called for, the Council approved the establishment of a Policy and Political Action Committee of the CAUT. The Committee will plan and co-ordinate all lobbying activities at the national level. One of its first tasks, as directed by the Council, will be to explore the possibility of the CAUT's launching a public education campaign.

CAUT says no to cruise testing in Canada

The CAUT took a strong position against the development and testing of the cruise missile and other weapons of mass destruction at the Association's annual Council meeting in May where a large majority of Council members approved the following motion:

That the Canadian Association of University Teachers urge the Government of Canada to take all possible steps to curtail the development and deployment of weapons of mass destruction and in particular to refuse to participate in the development and testing of any such weapons or their delivery systems including the cruise missile.

There were no negative votes to the motion and the following institutions abstained: Queen's University, the University of Toronto, St. John's College, the University of Western Ontario, the University of Winnipeg, the University of British Columbia, Brandon University, Saint Mary's University, St. Francis Xavier University, the University of Manitoba, Dalhousie University and Memorial University.

Earlier, in the Council's keynote address, Manitoba Premier Howard Pawley called on the academic community to join with other Canadians in seeking a halt to the nuclear arms race.

Mr. Pawley said, "The building of a more equitable economy and a more just society will be meaningless unless the nations of this earth and the people and governments of this nation continue to call for a halt to the nuclear arms race, and continue to press for total nuclear disarmament.

Pawley calls for halt to arms race

"For what is the purpose to any of our actions, what is the good of preparing our children for tomorrow, if there is no tomorrow? This issue, more than any other, requires our full attention, our full dedication," he said.

COUNCIL 1983

Only for rich ....

education will also of necessity be reduced. Where will these Canadians upgrade, retrain and prepare for the challenges of the next decade?" he asked.

Dr. Levesque accused both levels of government, through their policies of deliberate underfunding, of "gradually and subtly altering an important social contract without public debate.

"A new policy of limiting accessibility through the gradual dismantling of university facilities is being justified by current economic conditions," he said.

"At the very least, this policy must be debated in a public forum."

Dr. Levesque said that the responsibility for bringing this issue to the public has fallen to faculty associations and student groups; administrators are too divided to be counted on for leadership.

"Canadians will face a continuing and expanding need for its citizens to use the facilities of post-secondary institutions," he said.

"Governments must ensure that the universities have the policies, the mandate and the funds to meet this need."

The University of Alberta

invites applications from, or nominations of, highly qualified individuals for the position of

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Both male and female members of the academic community are invited to consider the position.

The Vice-President (Academic) is the senior vice-president and in that capacity serves as Acting President whenever necessary. The Vice-President (Academic) is assisted by three Associate Vice-Presidents.

Candidates should have achieved distinction in an academic field and should have appropriate administrative experience.

The appointment is expected to commence July 1, 1984, for an initial term of five years.

Written applications or nominations from individuals both within and outside the University of Alberta will be received until October 15, 1983. Applications should be accompanied by a curriculum vitae and the names of three referees.

Please address replies to:

President M. Horowitz
Chairman, Search Committee
3-1, University Hall
University of Alberta
Edmonton, Alberta
T6G 2J9

Can Canadians have an effective security service and civil liberties too?

by Richard J. Bazillion

Almost two years after publication of the McDonald Commission report, the government introduced legislation (Bill C-157) to create a civilianized Canadian Security Intelligence Service.

McDonald had traced the origins of wrongdoing by R.C.M.P. intelligence agents, at least in part, to the Mounties' traditional loyalty to "the Force" instead of to "the liberal democratic principles embedded in our constitutional system." (Report: II, 2, pp. 708-709). He therefore expected that civilianization would reduce "the latent danger that the public will perceive (the R.C.M.P.), which has acquired the status of a national symbol, as part of the essence of the state...(seeing its) authority as autonomous from and independent of Cabinet and Parliament, and thus set apart from the law." (II, 2, p. 758).

McDonald suggested a civilian security service in order to enhance the accountability of the intelligence-gathering apparatus. Whether the oversight and review provisions in C-157 will produce the desired result is an open question at the moment. The new security agency, to be sure, will be directed by civilians and be subject to scrutiny by a review committee composed of Privy Council members. Judicial warrants will be required to authorize clandestine operations. Once a warrant is issued, however, investigators will enjoy the same broad rights previously accorded the R.C.M.P. to intercept private communications, search for and remove records and conduct electronic surveillance.

The Security Intelligence Review Committee is empowered to examine complaints from the public concerning the agency's activities. But citizens can only raise questions if information about secret doings first comes to light. Bill C-157, by itself, does nothing to encourage "a more informed public opinion (which) can address with some understanding the major issues relating to the work of a security intelligence agency." (II, p. 843). Regardless of who stands at the helm, controlling an organization staffed by agents, whom author John Sawatsky called "men in the shadows," is not a simple task in a democratic society. Conflicts between principle and necessity are inevitable when circumstances demand that clandestine methods be used.

Counterintelligence imposes an ethical burden on Canadian society, now committed by the enactment of freedom of information and privacy legislation to achieving a more open and accountable government. Security-related operations require a level of secrecy that is denied to other official activities, many of which are the logical targets of an FOI act. If information about these covert manoeuvres were not exempted from disclosure under Canada's new access law, the ability to run an effective security service would certainly be lost.

Secret intelligence work is an essential part of the nation's defensive strategy, since industrial and military espionage is a tangible threat. Nevertheless, civil liberties deserve more respect than the R.C.M.P. has accorded them in the past and which they may now receive from the new security service. The question is whether the Access to Information and Privacy Acts offer Canadians a reasonable means of holding the intelligence community accountable.

Access legislation, as the McDonald Commission pointed out, cannot aim to make information gathered during intelligence operations publicly available. If such records are to be exempted from disclosure, on the other hand, ministerial direction of the security service must be reviewable so that the counterespionage machinery is not used for political purposes or to circumvent the law.

In McDonald's opinion, Parliament and the federal court both have a role to play in ensuring accountability. There is, of course, a danger that expanding the circle of initiates to include judges and members of Parliament will complicate certain undercover activities. This explains why the Review Committee will include only those who are sworn to secrecy by their privy councillors' oaths. Oversight exercised behind the scenes is a compromise solution to the problem of resolving conflicts between the access and secrecy principles. It is also a weak response to McDonald's warning that, "in the final analysis...security must not be regarded as more important than democracy, for the fundamental purpose of security is the preservation of our democratic system." (II, p. 901)

Open debate on the aims and methods of a national security agency is a healthy phenomenon, one that does not depend on timely access to trade secrets. So reluctant is the government to encourage public interest in such matters that it treats even historical information with extreme discretion. The R.C.M.P., for example, refuses to permit access to records covering the years following 1925. McDonald reported that no files have been transferred to the Public Archives that are less than half a century old. Historical research based on materials no longer in any way sensitive certainly would contribute to a more informed public opinion, were access to the documents permitted under the twenty-year rule contained in the Access to Information Act.

For now, the situation remains as it was when Sawatsky wrote *Men in the Shadows:* the R.C.M.P. allowed him to interview only its official historian; other sources of inside information had to be cultivated independently, without authorization from the Force.

The possibility exists, though it is somewhat remote, that historical data will become available under the Access to Information Act, since the R.C.M.P. is one of the government agencies covered by the statute. But no one can predict how the federal police force, and its responsible minister will greet applications from the public to see even superannuated files. Frequent reference will probably be made to the exemption applied to criminal investigations, security-related matters and general law enforcement. The access law contains a number of loopholes, and it is futile to hope that the custodians of R.C.M.P. records will lower their guard in the name of public enlightenment.

Thus the access statute, in its present form, promises slight improvement in the accountability of the security service as reconstituted under C-157. This means that Canadians still face certain unresolved problems, illustrated by the following example.

Administrative decisions involving security clearances affect more persons than do most types of intelligence activity. Those who are denied appointment to or promotion within the public service because of an unfavourable report from security authorities deserve both an explanation and an opportunity to verify the accuracy of recorded information. Although C-157 permits the Security Intelligence Review Committee to handle complaints arising from security-clearance investigations, an individual's options are limited by the provision that "no one is entitled as of right to be present during, to have access to or to comment on representations made to the Review Committee by any other person." (section 44.2).

The act establishing Canada's new security agency thus confers no additional rights on citizens who are dissatisfied with the decision on their security status. Some kind of explanation may be forthcoming, but the chances of redress appear to be slim. Neither C-157 nor the Access to Information Act do much to enhance security-service accountability in this sensitive area.

With respect to the Privacy Act, individuals are given the right to review their dossiers, to correct errors, or at least to add a personal statement. Yet, once again, this access privilege is qualified by a discretionary exemption protecting information assembled in the course of a security-clearance investigation. Such insistence on confidentiality is overdone. Unless disclosure would pose an obvious threat to national defence, citizens normally should be given supervised access to their security files under the Privacy Act.

Evidence collected by John Sawatsky and the Canadian Labour Congress indicates that R.C.M.P. investigators have committed egregious errors in the past, and that mistaken data have figured a number of times in government personnel decisions. Here, then, is ample justification for limiting the power arbitrarily to deny permission to view a file. The place to do so is in legislation governing security service operations and access to government information.

Privacy and access laws are germane to reform of the country's intelligence machinery to the extent that they can obtain for individuals more equitable treatment in their dealings with the security arm of government. The existing acts recognize that operational records must be immune from disclosure; but they do not go far enough in easing access to material that is not inherently sensitive or which, as in the case of an individual's file, has strictly personal relevance.

When there is no compelling need for confidentiality, the rules should permit both retrospective access through the Public Archives and the right to examine one's own dossier. These concessions are not earth-shaking. Granting them may improve the security service's reputation and in fact make it easier for a necessarily clandestine organization to defend surreptitious means when the need arises.

Professor Bazillion is Chief Librarian and Associate Professor of History at Algoma University College.

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The Presidential Search Committee of Lakehead University invites applications and nominations for the position of President and Vice-Chancellor. The appointment to commence on July 1, 1984.

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Lakehead University

PACIS report stirs controversy at U of T

by Victor W. Sim

Proposals which would have drastically altered academic appointments and tenure and restructured the peer assessment system at the University of Toronto received a hostile response from faculty when they became known on the campus in April.

The proposals called for a reduction of ten percent in the academic staff and a reduction in the percentage of staff having tenure to 75 percent. These changes were to be accomplished by inducing the departure of "unproductive faculty" and drastically amending the tenure granting procedures.

The stated intent of the radical proposals was to reduce the proportion of the university budget allocated to salary (approximately 78 percent) so that more resources could be allocated to such non-salary items as the library, scientific equipment and computer facilities.

The draft report of the Presidential Advisory Committee on Institutional Strategy (PACIS) was given limited circulation on the campus in April. Its radical suggestions raised faculty hackles. The more offensive suggestions had, however, been removed from the final report when it appeared in June. Intense and effective lobbying by the University of Toronto Faculty Association (UTFA), which was backed by CAUT and OCUFA, secured major amendments to the report.

UTFA Past President Harvey Dyck, current President Cecil Yip and other members of the association executive first raised faculty objections to the draft report at a two day symposium in mid-May on the future of the University jointly sponsored by UTFA and the Office of the Vice-President, Research and Planning, David Strangway. Strangway was Chairman of PACIS and much of the criticism of the content of the draft report was directed at him.

Report unworkable

The UTFA Executive concluded that the "...basic perspectives and recommendations of the draft report are so perverse, unworkable and deeply flawed that the entire report must be rejected without qualification...". On May 26 the UTFA Council approved unanimously a motion which rejected PACIS as the basis of planning and negotiations at the University.

The faculty association's most serious concern was with the implied criticism of present faculty at the university. UTFA noted in its Newsletter, issued on June 2, that a reader of the draft report unfamiliar with the University would not guess that it has "...a mature and productive faculty which is the chief basis of its international esteem.". The draft report, said UTFA, is "...suffused with suspicion and disdain of faculty. How teaching and scholarship could prosper in the hostile and punitive atmosphere, and why distinguished scholars and teachers would willingly submit themselves to such insecurity, indignities and harassment are questions nowhere answered in the draft report".

The draft report proposed a so-called "appointment-to-tenure" system under which a defined number of tenured positions would be available in an academic unit. The tenure-granting procedure would have been amended to require that probationary faculty members apply and be considered along with outside applicants for any tenured position which became vacant. Tenured positions would thus have been filled by competition among both internal and external candidates. The faculty association pointed out that under the proposed system, probationary appointments would differ little, if at all, from limited-term appointments.

Other amendments to the tenure process would have empowered the Tenure Committee to take into account "...such University exigencies as it feels must be taken into consideration.". UTFA strongly objected to this proposal. It pointed out that CAUT guidelines and practice elsewhere in Canada provide that only academic considerations apply when a tenure decision is to be made. The association pointed out also that exigencies call for the implementation of equitable financial stringency and programme redundancy procedures.

Possibility of dismissal

The draft report proposed revisions which would have opened the possibility of dismissal following two successive denials of a merit increment or two successive denials of promotion to Full Professor.

Faculty members took particularly strong exception to the implication in several places in the report that faculty salary increases were primarily responsible for the deterioration of facilities and services in the University and objected to the lack of attention in the report to the crucial role of underfunding.

The report suggested that promotion-through-the-rank increments within academic units be apportioned in a normal statistical distribution and suggested that departments which did not do so would be suspected of having "...no record of outstanding performance and hence of being of a generally low quality".

Many of the proposals which were objectionable to faculty had been removed from the final report. It apparently was redrafted in haste. Suggestions that the University "...is beginning to grind to a halt" or that it is in a state of "academic and physical collapse" seemed to many to be an alarmist way to comment on what is nonetheless generally recognized to be a critical period in the history of the University.

Proposals withdrawn

Most of the more extreme proposals covering the tenure granting procedures were withdrawn. Proposals for the review and assessment of departments and programs which appeared in the final report envisaged a more collegial process.

However, the faculty association remains concerned about recommendations which call for a reduction in the ranks of tenured faculty members and the establishment of a complement target for each academic division of the University. It is also concerned about a recommendation that discretionary salary increments have priority over scale increases.

Dr. Sim is Associate Executive Secretary of the CAUT.

BARGAINING TALK NÉGOCIONS

by Howard Snow

The big news in collective bargaining by mid summer is also a major story with respect to universities generally. The government of British Columbia is engaged in a multi-pronged attack on the public sector, on universities and on tenure. As this story is dealt with extensively elsewhere in the *Bulletin*, I will not repeat it here.

Negotiations

Negotiations this year have been seriously affected by various pieces of legislation and by the general climate of restraint. The CAUT has taken a position in opposition to these particular pieces of legislation and at a recent Collective Bargaining Committee meeting the following statement of policy was approved:

> It is widely recognized that democracy is a fragile institution which requires continual vigilance for its preservation. It is also widely recognized that free collective bargaining is an essential element of democratic society. Events of recent years have raised doubts about the future of free collective bargaining and thus of Canadian democracy itself. Legislation introduced by Canadian governments has restricted, undermined or destroyed altogether the bargaining process. Moreover, there are ominous signs that these actions, most of which were undertaken as temporary and drastic measures, may continue indefinitely. The CAUT Collective Bargaining Committee believes that this threat to our rights and freedoms must be resisted with great vigour by all who cherish our democratic way of life.

Among the negotiations which are proceeding there are some developments of interest. In Manitoba where, there is no restraint legislation, the University of **Manitoba**, the University of **Winnipeg**, and **Brandon** University have all settled. Negotiations at **St. Boniface** continue... In New Brunswick negotiations at **St. Thomas** have finished, while at U.N.B. the Association and the University are in the midst of negotiations. At Mount Allison University the Faculty Association continues its dogged pursuit of a collective agreement. At last report the parties seem to be making slow but improved progress... At **Alberta** the Final Offer Arbitrator chose the employer's final offer which amounted to a 4 percent scale increase... At the University of Guelph the Faculty Association has completed negotiations for a Special Plan Agreement.

Acquisition of bargaining rights

There has been very little activity in this area in recent months. At **Mount St. Vincent** University an application for certification proceeded through to the point of a vote in which the members rejected collective bargaining. At **Brock** University and at **King's** College in London there has been interest expressed in certification. Certification campaigns will likely take place in the fall.

Judicially imposed procedural standards

In recent years the courts have become involved in ensuring reasonable procedural safeguards in various public sector employment situations. The Ontario Court of Appeal has applied some of these procedural safeguards to the employment of university professors. In the *Paine* case at the University of **Toronto**, the Ontario Court of Appeal indicated that there is a sufficient element of public employment involved in the relationship between faculty members and the University of Toronto to attract the procedural safeguards.

More recently in the *Ruiperez* case at **Lakehead** University, the same court provided some guidance as to what the standard of fairness amounts to in practice. Professor Ruiperez had not been advised as to the detrimental information that was being used against him. The court indicated that fairness dictated that candidates for tenure be informed of detrimental information so as to be able to respond to it.

The Supreme Court of British Columbia, in a promotion case involving Professor Wong at Simon Fraser University, has accepted the principle that procedural fairness is required and that it can be enforced through judicial proceedings. In that case, the decision of the President of Simon Fraser University was quashed because the President considered letters of reference which had never been shown to Professor Wong, considered a full report of the University Tenure Committee when only an abbreviated summary of the report was made available to Professor Wong and because the President had a meeting with the Chairman of Professor Wong's department and the information received by the President had not been communicated to Professor Wong. The court indicates that this information must be communicated to promotion candidates so that they will have an opportunity to respond to it.

The *Wong* case is of interest as it extends the procedural protections from tenure where a faculty member's continued employment is at issue to the relatively less important issue of promotion.

This area is in a developing stage and it is not clear from these few cases exactly what standards of procedural fairness the courts will require from university decision makers. There is no doubt, however, that there is currently a judicially enforceable right to procedural fairness.

Miscellaneous Updates

In recent columns I have reported on the termination of employment of Mount Allison Faculty Association Chief Negotiator, Tom Storm, by the President of Mount Allison University, Guy MacLean. That matter has now been satisfactorily resolved. The day before the unfair labour practice complaint was to be heard by the New Brunswick Industrial Relations Board, the University, the Association and Professor Storm came to an amicable resolution...Similarly in recent columns I reported on planning for the annual CAUT National Collective Bargaining Conference and indicated that this year's Conference promised to be even better than the previous successful Conferences. The Conference went forward as planned in June and was indeed very well received with several participants indicting it was *the best Conference of any type* they had ever attended.

SOUTH OF THE BORDER

by E. Patrick McQuaid

Sherlock Holmes once observed that it is a capital error to theorize before the data is in. "Insensibly," he told Dr. Watson, "one begins to twist facts to suit theories, instead of theories to suit facts."

There was a time when I would find it odd that remarks like that were addressed to a scientist. But consider the following:

Ever since yellow splotches were observed on vegetation samples out of Southeast Asia, the US State Department has been spinning a theory that has the Soviet Union manufacturing and distributing a line of toxin weapons, known generically as yellow rain. This is a serious charge, implying that the Soviets are guilty of the worst sort of underhanded double-dealing and have violated some of the more sacred oaths negotiated at Geneva in 1925 and at the 1972 Biological Weapons Convention.

Recently, however, a Harvard biochemist — instrumental in the 1972 accord — suggested that the yellow stains might be caused by excessive amounts of pollen contained in the natural excreta of bees. The poisonous substances found in these stains could be the natural by-product of various fungi that assault the undigested pollen, he speculated.

The professor's theory wasn't even on paper before in-house ideologists at Foggy Bottom were advancing a new theory of their own: somehow, the Soviets were using bee droppings to mask their dirty work in this part of Asia and in Afghanistan.

Chances are, most Americans will buy the KGBees theory, like happy seals clapping their flippers, long before they will second-look a theory ruling out Soviet adventurism. November 16 marks the 50th anniversary of diplomatic relations between the US and the USSR. "The fact that we will mark that anniversary, rather than celebrating it, already says a lot about the first half-century of our relationship," comments Arthur A. Hartman, a career diplomat and presently US Ambassador to Moscow.

Diplomats and scholars are concerned over what Ambassador Hartman calls "the perception gap." Like all other gaps — missiles, mine-shafts, windows of vulnerability, etc, etc — this one has the Soviets cranking out a cadre of more than 7,000 "American specialists" annually, while fewer than 200 Americans are expected to complete doctorates in Soviet-related studies this year.

"Stalin once remarked that 'Cadres decide everything' and, for once, be had a point," Mr. Hartman contends. "Producing a cadre of professionals in any field is not a simple task. In the Soviet field the obsessive protection of information in the Soviet Union makes the study of that country an uncommonly difficult task."

The Ambassador is speaking to an assembly of Kremlinologists celebrating the 35th anniversary of the founding of Harvard University's Russian Research Center. The festivities coincide with the launching of a $5-millions capital drive to strengthen the centre's faculty, staff, and programs and comes on the heels of Columbia University's receiving a $10-millions gift for similar efforts from W. Averell Harriman, who headed the American delegation to Moscow during the Second World War.

"We need a mix of qualified experts who seek facts, analyze trends and present issues both for specialists and informed laymen," continues Mr. Hartman. "We also need good positions in government, business, and academic institutions for the products of our training. For while it is true that funding for Soviet studies has dropped 70 percent from 1965 to 1980, so too have the number of places for qualified experts. This is only partly due to decreased funding. Unfortunately, we tend to be faddist in our approaches, even to so vital a field as Soviet studies."

The price of this perception gap, Mr. Hartman believes, is the lack of "continuity in theory" in attitudes Americans have toward the Soviets, "one of the serious defects in American foreign policy."

In addition to the scholarship undertaken by institutes such as the centers at Harvard and Columbia, legislation has been introduced asking the Congress to establish a $50-millions endowment to encourage such study at other universities and research institutions.

"The hard truth is that our national capacity to analyze the views and actions of our primary adversary is seriously eroding," a sponsor of the bill, Senator Richard Lugar, told a Senate hearing last year. The Indiana Republican chairs the European panel of the Senate Foreign Relations Committee and predicts that nearly half of the recognized Soviet experts currently at hand "will be dead or retired by the end of the 1980's" with too few to replace them.

Introduced this year as the "Soviet-Eastern European Research and Training Act of 1983," the bill is attracting an unusual assortment of allies. Favorable testimony has come from a variety of scholars and representatives of academic institutions, the private sector, and from the Army and the Central Intelligence Agency.

The endowment would support three existing organizations — the Woodrow Wilson International Center for Scholars of the Smithsonian Institution, the International Research and Exchanges Board (a New York-based group which first rang the alarm about the poor state of Soviet studies in a report suggesting that the US was 1,700 experts short of its present needs), and the National Council for Soviet and East European Research (established at Washington in 1978 to carry out basic research on the Eastern bloc).

Income from the endowment would also be used to conduct a "national research program" at the postdoctoral or equivalent level to "develop and keep current an agenda of fundamental research dealing with major policy issues and questions of Soviet and East European development." It would also establish fellowships and various exchange programs for scholars with an interest in these affairs.

The Harvard center plans to establish a series of fellowships for Western journalists who cover the USSR. A similar program for business executives is planned as is a junior faculty development scheme that would enroll experts from various fields — economics, for example — and retrain them as Soviet experts in their own disciplines.

While very much in favor of the national legislation, Ambassador Hartman doubts that it will pass. During his Harvard visit he stressed the need for such institutions to continually expand their initiatives. "Institutions like the Harvard Russian Research Center are necessary because it is they who put the word 'informed' before the words 'public opinion.' Your center is a vital national resource because it contributes the most essential ingredient, knowledge, to the development of a national consensus which we will need if we are to develop a viable and stable approach to the Soviet Union."

Or, as Sherlock Holmes commented on some other occasion, "One can't make bricks without clay."

The Reaganization of research

by John P. Valleau

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The current United States government view of its security requirements is leading to newly severe pressures to militarize scientific research. This situation has potential dangers for academic life in Canada, as well as for the health of Canadian research and economic development.

This account will describe developments in the U.S. in this area over the past year and a half and their likely implications from a Canadian perspective.

Alarm in various circles in the U.S. over the "hemorrhage of technology" — the availability of American scientific and technical information to other nations, in particular the U.S.S.R., and its possible military use — has resulted in attempts on the part of the Reagan administration to stringently control the flow of information on *unclassified* research in broad areas.

In January of 1982, the Department of Defence issued a report in which it claimed that published U.S. research has been useful to Soviet weapons development. That report takes the position that essentially *all* high technology now has military impact. It therefore urges that release even of unclassified research results should be controlled. This call has been reiterated elsewhere — for example by Admiral Inman (former Deputy Director of the C.I.A.) in addressing a meeting of the American Association for the Advancement of Science in the same month.

As one mechanism for tbis control, the D.O.D. report proposes that D.O.D. contracts should stipulate that all research results be submitted for pre-release review: those deemed "sensitive" would not be made public. The report envisages extending such requirements to all U.S. government funding agencies (presumably including N.I.H., N.S.F., etc.) and eventually even to research funded by industry or funded within the universities! Nor is it only a question of unpublished articles, but of censorship too at scientific meetings and even in private conversation.

As yet there are no regulations in effect allowing actual prohibition of the publication of unclassified material, but instead recipients of D.O.D. grants must submit proposed publicatioos for "review and comment". The inhibiting effect of this is easy to imagine, and the consequences are already appearing. An article by Stephen Strauss *(Globe and Mail,* January 3, 1983) cites case after case of U.S. scientists who no longer feel free to share their work, due to pressure from their D.O.D. granting agencies: there is danger of censorship becoming self-policing. A striking instance of this was the last-minute withdrawal, at D.O.D. behest, of 100 papers from the annual meeting of the Society of Photo-Optical Instrumentation Engineers (San Diego, August, 1982). At least one professional organization, the Public Cryptography Study Group, has accepted voluntarily the review procedure proposed by the D.O.D.

A second mechanism proposed for controlling the flow of information is to restrict personal contacts through limitations on the number and activities of foreign students and visitors in the U.S. — a move which could have a direct affect on Canadian scientists.

U.S. scientists are of course alarmed by this pressure. As one result, the AAAS Committee on Scientific Freedom and Responsibility has begun to publish a bulletin of information and comments. [1] In this forum and elsewhere scientists have expressed, besides their fears for the traditional openness of academic work (in the "free world"), the opinion that that openness is a *sine qua non* of the continued health of U.S. technology and finally its economic well-being. They point as well to the lack of confidence one must finally have when work is not made public and thus is not subject to peer review and criticism.

In September, 1982, the National Academy of Sciences published a report [2] by its Panel on Scientific Communication and National Security in which it reviewed the subject thoroughly. It rejected much of the D.O.D. argument and made alternative proposals in which less stringent consultation procedures would apply to a narrowly-defined "grey area" of sensitive fields. The effectiveness of these responses from the scientific community remains to be seen. The scientists' outcry is no doubt muted by the large role the D.O.D. plays in funding U.S. research.

As Canadian scientists, we will scarcely be heard in Washington, and we are of course partly sheltered from the direct impact of these censorship policies. In some ways, however, we are probably worse off than our American colleagues because there will be fields — the most important and timely technological fields — in which as foreigners we will be left completely "out in the cold". This will have drastic effects on the relevance of our research efforts and dismal long-run economic repercussions for Canada. Indeed it is fair to ask whether the U.S. government's attempt to control the flow of technological-information is not directed as much against the industrial development of "friends" like Japan and Germany and Canada as against the military development of the U.S.S.R.

Canada's technological base is probably too small for us to surge ahead on our own in many fields. There is no reason to expect Canada to be excepted from this plight. Indeed we could seek relief from it only by accepting further involvement in U.S. military endeavours, only by accepting U.S. control and possible confiscation of the results of our research, only at the expense of scientific freedom.

Many Canadian scientists now hold U.S. D.O.D. grants for research. They must face the fact that such grants are offered only if their work "has a direct and apparent relationship to a specific military function or operation". However sanquine they may be about that, their dilemma will be heightened if the D.O.D. is authorized to prohibit dissemination of the results of their research.

Faced with real or apparent exclusion from broad ranges of U.S. technological research, other nations including Canada may well react by trying to limit release of their own advanced information. This "snowball" effect would have drastic effects not only on minor industrial countries like our own, but on the progress of the scientific and of the economic development of the whole world.

In the case of Canada such a 'reactive' response is apt to be confused by one of complicity, due to our NATO and NORAD

Professor Valleau is with the Department of Chemistry at the University of Toronto.

CAUT cautious in info flow debate

by Helen Baxter

Canada should consider joining the United States in tightening restrictions on the flow of scientific and technological information to Eastern Bloc countries only if the policy proves successful in the U.S., says the CAUT.

In a policy recommendation to the federal government, the Association set conditions for Canada's following the American lead in restricting the free flow of scientific information:

- Canada should wait until the tightened American restrictions are in place and monitor their effects.
- The American restrictions should prove successful in curbing the flow of information to the Soviet Bloc while at the same time allowing for "a vigorous and innovative scientific and technological activity in the U.S."
- It should then be proven that Canada provides "a major conduit for the flow of *strategically useful technological developments* to the Eastern Bloc countries.

Then, and only then, should Canada even *consider* falling into step with the U.S. restrictions, the CAUT said.

The CAUT's concern over the issue arose in mid-1982 when Solicitor General Robert Kaplan revealed to Association representatives that there was a possibility of U.S. pressure on its NATO allies to restrict the transfer of strategically useful technological developments to the Soviet Union and its allies. He invited the CAUT to consider the implications of such restrictions on university research.

In its resulting study, the Association's first step was to determine specific classes of information which, if transferred to Eastern Bloc countries, could jeopardize Western security; its second was to consider whether restricting these classes of information would have an adverse effect on academic freedom among scientists in Canada and elsewhere.

The CAUT learned that the following technologies, at the least, are deemed by some U.S. government officials to be target areas for restrictions:

- advanced computing technology including magnetic bubble memories and other memory technology, super-fast circuitry, machine architecture, pattern-recognition devices, all advanced interactive devices;
- high energy lasers;
- rocketry and satellite guidance systems;
- radar and other detection and tracking systems;
- all advanced systems of radio and telecommunication including the TELIDON system;
- high performance aircraft design and engineering;
- advanced ground or marine weapons and defences including tanks, remote sensing devices, deep diving submersibles and vehicles for cold-weather operation;
- cryptology and other related forms of mathematical research;
- research on viral diseases, funguses and other biologic means of attacking and defending against attacks (anthrax and mycotoxins in Southeast Asia);
- chemical means of disabling opponents and of destroying their agriculture and forests (Agent Orange in Vietnam);
- devices and methodologies for forecasting agricultural crops;
- human physiological research on ways of limitiog radiation effects;
- a number of unspecified manufacturing processes, presumably bio-technology-related processes and such devices as turbine blades for high-capacity pumps.

This list is more limited than the blanket of restrictions that may be thrown over information in the U.S., said the Association. It cited Executive Order 12356 which expands the authority of government officials in that country to classify information on national security grounds "if there is a reasonable doubt about the need to classify".

The CAUT pointed out certain weaknesses and dangers if similar restrictions were to be imposed in Canada.

First, to enforce such an enlarged limitation would require continuous judgements by government officials as to whether a particular paper, a specific machine, or a unique biological sample was likely to be strategically useful to Eastern Bloc countries. Canadian officials lack the necessary information to make informed judgements and would likely have to simply accept American "recommendations" with little question — another abnegation of Canadian sovereignty.

Second, to restrict the flow of technologies to Eastern Bloc countries is a senseless policy if such technologies can continue to be relayed through third countries. Canada has a number of technological and scientific agreements, as well as scholarly exchanges, with countries such as India, China, Argentina and Japan. Would the enforcing Canadian officials be able to judge what information may be relayed to Eastern Bloc countries through third parties, and what effect would such judgements have on our scientific exchanges with all third party countries?

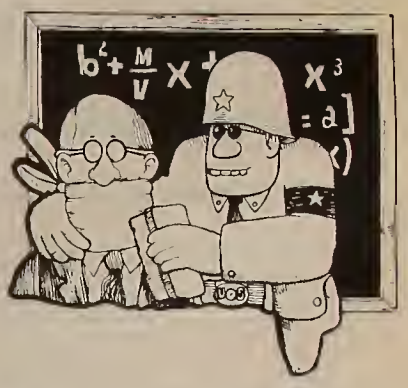
The Association underlined the importance of the free flow of scientific and technological information for Canadian research and development. We in Canada generate far fewer of the innovations needed in advanced manufacturing than the U.S. If we are to have continued access to the foremost research in the fields which are not well developed in Canada, we must be able to offer our own research findings in exchange.

We believe it is in Canada's national interest to have as full a flow of scientific communication as possible, not an increasingly restricted trickle, the Association said.

The CAUT questioned further whether the greatest threat to Canada's security actually lay in the area of economic competition or armed conflict with the Eastern Bloc countries. It suggested that a greater threat might come from the export of "military related critical technologies" to governments such as Iran, South Africa, Libya, Vietnam, and some of the Latin American countries, or from the failure to modify the world system to make it fairer for marginal countries.

Finally, the CAUT commented on the implications of the U.S. restrictions, and any future Canadian restrictions, for the universities and academic freedom. The restrictions, said the Association, would create a situation whereby all research, whether government or private, could be classified after completion and would require the organization of boards of censors to vet research reports before publication. This would undermine the procedure for peer evaluation of the scientific quality, raise questions concerning the ownership and rights of disposition of intellectual property, and most important, demolish academic freedom and erode civil liberties.

The *CAUT* stressed that the nature of the Canadian legal system makes the application of such after-the-fact censorship potentially much more serious than in the U.S. There, scientists have ready access to the courts and a large body of precedent law arguing against "prior restraint". In Canada, we have only an untested constitution and the Official Secrets Act. It is entirely possible that a government official could muzzle a scientist without appeal or recourse and, further, order him not to divulge the fact that he may not publish on penalty of secret trial and imprisonment.



Murray Long

Reaganization ...

ties with the U.S. In a previous issue of this *Bulletin*,[3] we pointed out that the Canadian government was attempting to encourage Canadian universities to seek contracts under the U.S.-Canada Defence Development Sharing Agreement. This move followed Reagan's 1981 visit to Ottawa. We commented on its inappropriateness to Canadian science policy.

At the same time there was an attempt to make Canadian Government research contracts dependent on the recipient's seeking security clearance from the Department of Supply and Services (formerly Department of Defence Production)! At the University of Toronto at least this was successfully rejected. Whether the attempt sprang from U.S. concern over the "hemorrhage of technology" is not certain.

How will our government react to further U.S. pressure to restrict the flow of information? Given the close "defence" ties between the two nations I believe we should be on the lookout for Canadian government co-operation in attempts to limit the flow of unclassified material. To combat it we must share information and opinions on these matters: we would be happy to hear from our readers in this regard. We can perhaps have some influence on our own government.

1. The *Bulletin* of the AAAS Committee on Scientific Freedom and Responsibility (chairman Leonard Reiser, Dartmouth College). Inquiries to the Committee, c/o the AAAS, at 1515 Massachusetts Avenue, N.W., Washington, D.C. 20005, U.S.A. I believe they will send copies to interested scientists.

2. The report on Scientific Communication and National Security was published by and is available from the National Academy Press, 2101 Constitution Avenue, N.W., Washington, D.C. 20418, U.S.A.

3. Science for War? Science for Peace *Bulletin*, Vol. 2, No. 1 (February, 1982), No. 82.10

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Applications are invited for a new faculty position in the Electronic Information Systems Engineering program. This is a new program in a young and growing Faculty of Engineering, emphasizing computing, communications, and microelectronics.

Duties will include undergraduate and graduate teaching, and development of a strong research program. Areas of particular interest include digital communications and computer networks, computer engineering, microelectronics applications, and digital control.

Rank and salary will be commensurate with experience and academic qualifications. Industrial experience will be an asset.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications including the names of three references should be sent to:

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Faculty of Engineering
University of Regina
Regina, Saskatchewan
S4S 0A2

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DEAN OF FACULTY OF MUSIC

Nominations and applications are invited for the position of Dean of the Faculty of Music. The appointment will commence May 1, 1984, or at a mutually agreeable time, and would normally be for four years, renewable

Candidates should hold a completed doctorate and have administrative and teaching experience. They should also have demonstrated competence in at least one field of performance

Nominations and applications, accompanied in the latter case by a resume of qualifications and experience and the names of three referees, should reach the undersigned by October 1, 1983.

Dr. Russell W. Muncaster, Chairman
Search Committee for Dean of Faculty of Music
Wilfrid Laurier University
Waterloo, Ontario N2L 3C5

In accordance with Canadian immigration requirements, only Canadians and Landed Immigrants to Canada need apply for this position

Campion College
University of Regina

DEAN

Applications and nominations are invited for the position of Dean of Campion College. The position becomes effective 1 July 1984. Appointment will normally be for five years, renewable in five year terms. Campion is a Catholic university college directed by the Jesuit Fathers, since its beginning, which emphasizes excellence of teaching and research in the humanities and social sciences. It is federated with the University of Regina, and is situated on the main campus of the university. Applicants for the position should have a strong and established record in teaching and research as well as proven or potential qualities in administrative leadership. Applicants should submit a detailed curriculum vitae, and the names of three referees, two from within their present institution, and one from without. Both women and men are encouraged to apply. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada.

Applications should be submitted to:

Dr. T. O'D. Hanley, S.J.
Chairman, Dean's Search Committee
Campion College
University of Regina
Regina, Saskatchewan S4S 0A2

Nuclear counterattack

Canada, France and Norway are among the first to contribute financially to the infant United Nations Institute for Disarmament Research. The institute, which is to collaborate with the universities and specialist research organizations of many countries, has been established on a permanent basis by a UN General Assembly resolution passed late last year.

Its establishment springs from what is perhaps the only area of unconditional agreement shared by the rival nations locked in the East-West arms race over the mounting universal danger inherent in their competition. The institute is to seek ways of reducing and ultimately ending the arms race without increasing the contestants' sense of national insecurity.

The General Assembly called for an autonomous institution based in Geneva, the site of the crucial European strategic arms negotiations, to work closely with the UN Department of Disarmament Affairs and to undertake independent research on arms control and related security issues.

Its work is to be funded by voluntary contributions from states as well as private donors. Its initial funding has been very modest in terms of the colossal global arms expenditure; but many further contributions are still expected.

In fact, the institute has been at work for the past two years under an interim agreement financed at $100,000 a year by France. Canada has now raised another $100,000 to promote research as well as public information for the UN's World Disarmament Campaign; and Norway has just announced the second of two donations totalling $45,000 to enhance co-operation between the institute and other research organizations worldwide.

The main research themes of the institute are nuclear disarmament, nuclear non-proliferation, new technologies affecting disarmament, regional approaches to disarmament, confidence-building measures and development and security issues affected by disarmament.

Dr. Liviu Bota, the first director of the institute, elaborated in a recent discussion paper: "The program of work will cover the dynamics of the arms race and military technology, the achievement of security at a lower level of armaments, verification of compliance with disarmament agreements and military expenditures with a view to their reduction and the allocation of the funds thus saved to development.

"We will co-operate with institutes, universities and other establishments all over the world active in the field of disarmament research. Besides the mutual benefits, such co-operation will help to initiate or develop disarmament research capabilities worldwide."

That point is borne out by Ottawa's financial contribution to the institute. Earlier this year, a group of Canadian academics representing such influential institutions as York, McGill, Guelph, Waterloo, and Prince Edward Island universities and the Royal Military College passed through Geneva for briefings at the UN Committee on Disarmament.

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CANADIAN ORGANIZATION FOR DEVELOPMENT THROUGH EDUCATION

Overseas University Library Support

The Canadian Organization for Development Through Education (CODE), formerly the Overseas Book Centre, has been assisting people in developing countries to learn to read and write for 25 years. By shipping donated educational supplies overseas and by funding indigenous publishing efforts, CODE has helped provide people with the necessary resources they need to remain literate.

This year CODE has embarked on a new dimension in its literacy and education support programming. The Committee on Overseas University Library Support (CDULS) will concentrate its resources here in Canada on the problems and shortages facing University libraries in the Third World.

The impetus for CDULS grew from the tremendous response to a special campaign in 1980 for the library at Makerere University in Kampala, Uganda. Twenty-three Canadian universities, together with several aid organizations, CIDA, IDO, IDRC and CDDE, worked together on the project which eventually despatched over 35 tons of material to the library.

Under the Chairmanship of Dr. Douglas Anglin, Professor of Political Science at Carleton University in Ottawa, CDULS will entertain requests directly from overseas universities as well as from Canadian groups with established links with overseas universities.

The Committee will seek the cooperation of university or other libraries in Canada in meeting requests for books, periodicals or library equipment. CDULS would then arrange for and fully subsidize shipping costs from Canada to the recipient university.

It is hoped that projects funded by the grant will be successful enough to enable the work of the committee to continue in future years.

For more information please contact Mary Fletcher, CDULS, 321 Chapel Street, Ottawa, K1N 7Z2, (613) 232-3569.

Balanced as they are between traditional librarianship and the world of the academic, more and more academic librarians will be finding themselves "publishing or perishing".

Seeking status in the stacks

by Gaby Divay and Carol Steer

Librarians have had difficulty agreeing upon what precisely it is that makes them "professional". They have been compared with those in traditional, well-established professions, particularly in the fields of health and education. Most often, the conclusion has been that librarians and professionals do not share exactly the same attributes.

Some more recent writers have put forward the idea that librarianship is a new profession evolving towards a traditional profession. The emphasis here has still been on comparing librarianship with other occupations in order to define it as a profession. It is as if librarians were saying "Look, we are a profession: we are (almost) exactly like that other (but well-recognized) profession."

Librarians' lack of confidence in the value of their special contribution to society has been combined with a suspicion that other occupations also fail to realize their worth. This has led to constant attempts to gain status by linking librarianship with the more established professions.

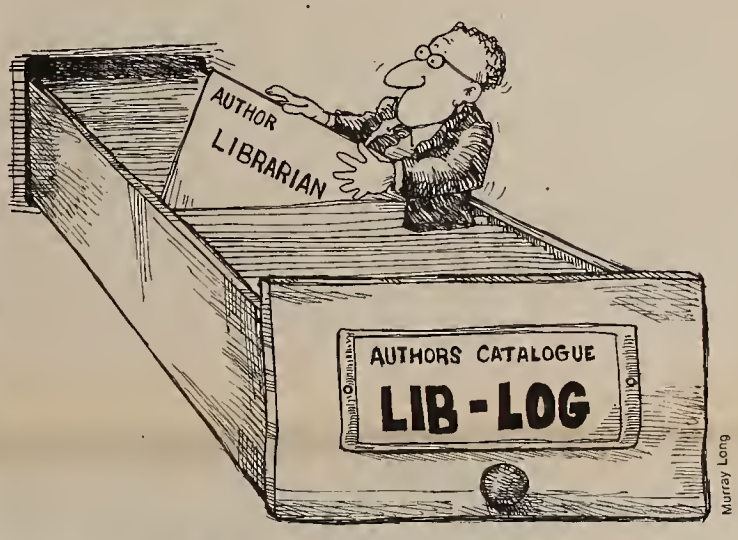
In academic libraries, "professional" librarians have become increasingly identified with professors. There has been a great deal of library literature on the subject of academic or faculty status for librarians. Note that the term used is "status." Academic librarians presumably feel they are not being recognized as professionals. The only way to gain recognition, or "status," is to become a subset of the academic faculty; the status of the professors being already well established. Faculty work within well-defined rights and responsibilities. If librarians could be identified as part of this community, they could share these rights and receive recognition as professionals in the academic setting.

There are some librarians who justify the search for academic or faculty status by claiming that librarians and the teaching faculty are the same. They argue that librarians do exactly what professors do — teach, research and publish. The most commonly cited examples of librarians' teaching functions are orientation tours and the instruction on how to use the library. The classroom lectures given by librarians on research methods are also included as teaching.

This school of thought equates research undertaken to solve problems encountered in day-to-day library work with the scholarly research done by academics. "Both cataloguers and reference librarians do some research as a regular task, either in order to identify and verify the description of various elements of the materials being processed, or to satisfy the degree of evidence needed in research questions."[1] Publishing is also seen by this group of librarians as an on-going activity of librarianship. There are, after all, library journals crammed with articles on librarianship!

From the Canadian Library Journal *April 1983, by permission of the authors and the Canadian Library Association.*

Gaby Divay is a cataloguer and German bibliographer, Original Cataloguing Department, and Carol Steer is a cataloguer, both with the Elizabeth Dafoe Library, University of Manitoba, Winnipeg.



Another and more realistic trend of thinking among academic librarians recognizes that librarians are not faculty and do not have the same functions as faculty. Librarians are not employed by academic institutions to teach or to research. Their primary function is to make information available and accessible to faculty and students. Certainly, this entails some teaching in that librarians (mostly public service librarians) are giving instruction in how to control access to information. But this teaching is only one of many activities geared to fulfilling librarians' primary obligation — bringing user and information together. Further, when librarians teach, they are helping users to acquire a skill. Unlike teaching faculty, they are not introducing students to a body of theoretical knowledge or a scholarly discipline.

A small number of academic librarians research and publish. But it is not essential for librarians to do research to maintain high quality job performance. There can be justification for study and possibly research in a subject area outside of librarianship. It could enhance the ability of librarians to relate more effectively to students and particularly to faculty. Also, further study could enable librarians to keep up with changing information needs in a particular subject area.

It is forcing the issue to say that librarians are faculty and must be given academic status. Librarians do have an important role in academic institutions, but it is complementary rather than equal to that of the faculty. This has led some librarians to call for "librarian status" instead of faculty status.

What has happened, though, is that librarians' associations have formally adopted standards for academic librarians which are based on their perceived need to identify with the faculty. In 1959, the Association of College and Research Libraries Committee on Academic Status in the United States formally endorsed a policy of faculty status for academic librarians. This was followed in 1971 by the committee's *Standards for Faculty Status.*

In 1972, support of teaching faculty for the goals outlined by librarians in the standards was demonstrated when the Association of University Professors, the Association of American Colleges, and the Association of College and Research Libraries published their *Joint Statement on Faculty Status of College and University Librarians.*

The Canadian Association of University Teachers (CAUT) and the Canadian Association of College and University Libraries (CACUL) published their joint *Guideline on Academic Status for University Librarians* in 1976.

All three documents are based on the assumption that academic librarians have the same function as faculty members and deserve academic or faculty status. All emphasize, as part of academic status, librarians' "rights and responsibilities." These are based on the traditional rights and responsibilities of faculty members.

It is in particular the "responsibilities" of academic status which concern us here. Basically, they are: to maintain a high level of performance in professional duties (comparable with a faculty member's maintaining a high standard of teaching); to contribute to the university community through service on committees, associations and professional organizations; and to research and publish. These responsibilities in some instances have formed the basis of criteria for promotion of librarians.

The statements on standards for academic librarians have been widely published. They have had considerable influence on the formulation of goals by individual academic libraries in the United States and Canada. Where they have been adopted as policy, it has meant that librarians have had to be evaluated on criteria which has previously only been applied to the teaching faculty. With faculty or academic status have come the same (or nearly the same) rights as those of the faculty. But then the responsibilities are also the same.

This is what has happened, for example, at the University of Manitoba. In the mid-70s librarians were given academic status through the collective agreement. Based on the standards and statements on academic status previously discussed *(Joint Statement* and *CAUT/CACUL Statement)* the responsibilities of librarians now include "provision of a high level of professional service, the development of professional knowledge, contributions to librarianship and scholarship, and service to the university" *(Collective Agreement between the University of Manitoba and the University of Manitoba Faculty Association).*

These responsibilities are reflected in the criteria for promotion specified in the agreement; professional performance, research, scholarly work and other creative activities, service and teaching.

Most librarians agree they should be evaluated on the basis of their professional performance. They are primarily in the library to fulfill their professional duties in

reference service, collection development, bibliographic organization and control, etc. The criterion dealing with service activities such as committee work and membership in professional associations, is not in question either. Opportunities for service are available through library associations and university and library committees. (Teaching is also considered a service activity.)

The third point, that of the promotion criterion of research, is our primary concern. (Research is defined here as the active pursuit of information relevant to a particular topic as well as its published or otherwise transmitted results.) We consider it to be the most difficult of the criteria to satisfy, for a variety of reasons.

Research is part of the faculty member's duties and accordingly a large amount of time is provided for this purpose. Few librarians can spend a large proportion of work time on the same purpose, if they want to fulfill their assigned functions within the library system in a satisfactory manner. The required research may have to be done to a large extent after a normal seven hour work day, on weekends or every three to six years during study leave (if one is fortunate enough to get leave).

Another, no less important, factor is the faculty members' advantage of being constantly submerged in their subject areas: their educational backgrounds, their classroom preparation, teaching and even corrections are directly related to their field of interest. Keeping up with new research trends and results is a natural function, as are contacts with other specialists in the same subject both within and outside of their department.

On the other hand, most librarians have received a bachelor's or master's degree in library science, which has provided them with a variety of skills necessary to carry out one or more of the specialized functions (reference, cataloguing, book selection, etc.) called for within the academic library setting. Few librarians have an academic background in an additional subject area, and if they do, it is not necessarily related to any aspect of their work.

Whereas the faculty member's research and subsequent publication is essentially subject oriented, the librarian's research is often either of a more technical nature (the famous "how I run my library good" type of output) or, if relating to any subject area, more superficial.

The dissemination of research results, especially if subject oriented, is more difficult for librarians than for faculty members. Bundy and Wasserman point out that "the channel of publication tends to be closed (for most librarians)."[2] They describe the essential difference between librarianship and scholarly disciplines in this respect: "There is one important yet subtle difference between a professional society and a scholarly discipline in the way in which recognition and prestige are awarded to its membership. Prestige in the professional society typically comes from office holding and work for the organization, while in a scholarly discipline, prestige more usually follows upon academic productivity..."[3]

Another factor inhibiting librarians' research is the nature of the work environment. It is typical for an academic library to function in a hierarchy with a direct correlation between its size and its complexity: the larger the library, the more complex its hierarchial structure. According to Edwards, professional autonomy, especially needed for research, and bureaucratic lines are incompatible.[4] Bundy and Wasserman express the same opinion, and call the administrative hierarchy responsible for creating a climate "less than appropriate for even minimal professional practice"[5] (see also Lynch[6]).

It is obvious that there is more autonomy in certain positions within this setting than in others. Usually, this autonomy is closely linked to administrative duties, so that librarians heading a section staffed by several employees have the opportunity to delegate tasks to subordinates, and can spend more time and energy on research or on other "professional" activities (committee work, etc.).

Many professional librarians, however, work in a strictly supervised environment, with no option to pass on functions. This is true in particular for the much maligned cataloguers, who have been viewed in library literature as not being "professional" at all, MLS degree or not. Whereas Borda[7] simply attributes the cataloguers' low image to their clerical functions, Lynch wants to see less decision making and participation for that group. Gore (as paraphrased in DePriest[8]) would like to eliminate those clerical professionals altogether. Martin[9] on the other hand, relates the reason for their tarnished status to the lack of contact with faculty and students.

As far as research is concerned, the technical services staff or librarians in beginning positions have the lowest output. No wonder that in Watson's excellent survey entitled "Publication Activity Among Academic Librarians," which covers a five year period, there seems to be a direct link between position level and publication output. It is true that position level tends to reflect what Watson calls "professional maturity"[10] which really means number of years of experience. Nevertheless, administrators, branch librarians and department heads proved to be the most productive group in this survey. Watson attributes this to the autonomy inherent in the position of those librarians: "Since they can control their work schedules, they can allot time to research that librarians in large departments and under direct supervision cannot."[11] Accordingly, the lowest productivity was found for librarians with at most five years experience, and in Watson's opinion, "tenure situations are likely to present severe problems" in particular "for those without subject expertise or administrative responsibility."[12] Those problems likely apply to promotion as well as tenure, since the criteria are roughly the same.

Assuming one is able to do any research at all under the constraints of limited time and a hierarchical work environment, there remains the question of what kind of research will be given credit for purposes of promotion evaluation. Should it be library or information science-related or should it be research in an academic area? Previous surveys have indicated that when evaluating applications for release time or promotion, most libraries do not require that the research be in librarianship or even directly library-related. Rayman and Goudy's survey, for example, revealed that "only two of the ten libraries requiring publication responded that publication had to be related to the field of librarianship; the other eight stated that publication could relate to any accepted academic discipline."[13]

It is a wise decision not to require library-related research and publication. Publication in librarianship *per se* has often been of questionable value. The former editor of *Library Journal* went so far as to describe the manuscripts received during his many years as editor as an "incredible stream of garbage."[14]

Research by library science students at the PhD level has not been particularly notable either. As Bundy and Wasserman comment, "doctoral study has remained predominantly an academic exercise, serving either as the springboard to administrative advance or as the terminal research effort, short on methodological rigor and long on detail and bibliography."[15]

Of course, not all library-related research is of little value. Research undertaken as a means of solving actual library problems would naturally benefit the library concerned, and by extension, the university or college as well. But there are limits to library science as a field for research and publication. This should be recognized when the criteria of evaluation for promotion are established.

A more promising field for research and study by librarians is in specialized areas. Librarians whose work is concentrated in one particular academic discipline or a set of closely-related disciplines have the possibility to work and research in the same subject areas. This is a distinct advantage, as was pointed out before in the discussion of faculty members' research activities.

The trend towards subject specialist librarians, those with graduate degrees in library science and in an academic discipline, will increase. The law librarian with a law degree, the fine arts librarian with an art degree, the music librarian with a music degree are all examples of librarians whose subject expertise can be usefully employed both in their daily library duties and as the basis for relevant and high quality research. Some writers, such as Bundy and Wasserman,[16] consider the "subject-expert special librarian" as a new ideal of professional librarianship.

While waiting for the new ideal librarian and the ideal library, what can be done by academic libraries to enable their professional staff to perform the research which is necessary to their career advancement? First, they must recognize that research is necessary. Like it or not, with academic status comes the obligation to research and publish as part of the defined responsibilities of the academic librarian. At the same time, given the time limits and the bureaucratic constraints of the traditional library-setting, it must be recognized that for most librarians this new requirement will be difficult to fulfill.

The library could react to these new facts of life in either of two ways. One would be simply to lower the expectations placed upon librarians when it comes time to apply for promotion. Research would remain one of the criteria for evaluation, but not be a requirement placed on all candidates for all levels of promotion. Certainly, the quantity of research expected of librarians would not be the same as that of the faculty.

How many library promotion committees are even aware of what is the "normal publishing output" of a librarian? Surveys of the number of publications by librarians could prove enlightening. For instance, Watson found that "the median productivity for the total survey population is two publications in five years; when book reviews are excluded, it is one."[17] Watson notes that these are figures for publishing librarians: for all librarians, the median output would be even smaller.

Another way the library could react would be to keep the standards roughly the same as for faculty, but officially recognize the time limitations on librarians and allow for more time to be spent on their research activities. This research time could be available throughout the year and provide a constant supplement to the infrequent sabbatical leaves. Watson gives an example of this kind of policy which was put into practice at the Ohio State University in the late '70s. Librarians' jobs there were redefined "to include a regular 20 per cent time allotment for research and professional development."[18] At the very least, those librarians whose work is usually evaluated on a basis of quantity should not be expected to produce exactly the same amount as before they gained academic status and responsibilities.

Regardless of which of the above alternatives is followed, it would be beneficial to librarians to have the services of a research co-ordinator or a research committee. This person or group would be responsible for making librarians aware of research grants available both inside and outside of their own institution, and for assisting them in completing the applications. Another service would be to facilitate contact between researching librarians and faculty or other specialists who could render assistance with experimental design, statistical analysis, computer facilities, etc. Possibly the research co-ordinator or committee could also suggest topics of direct interest to the library, and practical analysis to help improve its functions.

It is certain that more and more academic librarians will be "publishing or perishing." As this trend continues, libraries will have to accept it as part of the new definition of the librarians' function in the academic setting. Balanced as they are between traditional librarianship and the world of the academic, librarians and libraries will not find the adjustment easy.

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To live in the midst of a technological revolution and not understand it is a monstrous illiteracy

Canada's universities in the Information Age

by Walter F. Light

The Information Age and its technologies are profoundly altering the structure and performance of many of society's institutions.

In the past, universities led society into the new explorations and new ways of living. Today, because of the power of industrial innovation, and big government sponsorship of big science, society is leading the universities.

We have been working our way into the Information Age for three decades. The only thing new about the information technologies is the newest application or development.

Innovations in information technology and its application are occurring daily. Today's microcomputer chip, costing about $5, has all the power of a 1960s mainframe computer. By 1990, microchips may be a match for a 370-series computer from IBM.

But while such advances continue to occur at a dramatic pace, the impact of key microelectronic technologies, such as semiconductors and software, is already well advanced. They have radically changed the fabric of our global industrial society.

Those national societies which have chosen to participate are reaping concrete benefits. Those that have not, and Canada is a prime example, are suffering the consequences: declining productivity, decaying industries, soaring unemployment, and a sagging competitiveness.

This problem is urgent. We no longer have time for this nation and its senior educational institutions to engage in leisurely debate on how we should respond to the new industrial order.

We must find ways to use the potent new technologies to renew our lagging industries, create new ones, and increase our share of international trade. The universities have a vital role to play in this process.

We must find and apply solutions, or our economic malaise will continue long after the global economy has recovered. And should this malaise continue, society's ability to fund our education system will decline even further.

The university's prime function is to produce the educated person — the man or woman who can deal with whatever multidisciplinary tasks and challenges he or she must face. To live in the midst of a technological revolution and not understand it is a monstrous illiteracy.

An ease and facility with Latin was a principal goal of education in the Middle Ages. An ease and facility with technology must be one of the principal educational imperatives of modern man. Yet the vast majority of today's university graduates are computer illiterates.

The Information Age is continuously transforming the very nature of tasks on the manufacturing plant floor, in the office, and in the executive suite.

The emerging source of economic strength for a society is no longer capital investment or natural resources, it is brain power. Our industrial society is now brain-intensive. It centres on knowledge which creates sophisticated products and manufacturing processes, while framing the techniques of management itself.

In 1956, white collars outnumbered blue collars in the North American workplace for the first time. Today, some 27 years later, only about 17 per cent of the workforce are factory workers. By the year 2,000, that number will be down to 10 per cent.

The future workbench for many knowledge workers and most decision makers will be the computer. It is estimated today that about one worker in eight uses a computer terminal. By 1985, it is predicted one worker in four will have a terminal on his or her desk. These can range from electronic office equipment, with its word processors and data-retrieval systems, to product-design and manufacturing processes that are almost totally computerized.

For the foreseeable future, the majority of our working population still will be involved with traditional industrial and resource-based pursuits. No nation becomes transformed into a high-technology society overnight.

But this does not change the fact that, if Canadian society is to prosper, these workers and the industries employing them will have to develop new skills. Canadians must develop the ability to create and apply the sophisticated products and processes, to boost productivity, and to capture existing and new international markets. If we do not, our ability to compete at home and abroad will continue to decline and so will our standard of living.

The importance of Information Age skills to our national economy can be judged from the fact that 90 per cent of the new jobs created in the United States in the past decade have been in the information sector.

The recent Ottawa budget introduced measures and proposals to boost industrial research and development, and productivity. But this is only one step forward in developing a new industrial capability for Canada.

Unless our universities accept the challenge to create new generations of workers and managers who understand and use the new technologies, our efforts to renew our economy will fail.

The exact dimensions of this new literacy are not easy to define. Obviously, it includes the rational skills on which any scientific and technical capability is based.

It must also include a disciplined awareness of the nature of contemporary science, its present and future applications. This requires an understanding of the computer.

But computer illiteracy is not the only problem we must address. We also have to address the general standard of education, both before, as well as after, university graduation.

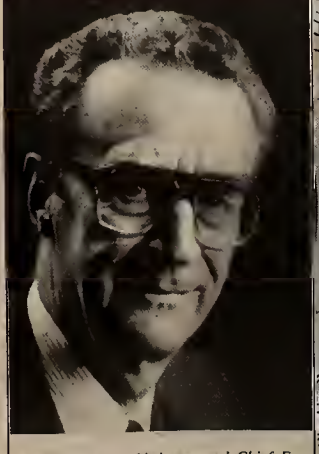
If we are going to produce the kind of graduates needed, universities are going to have to demand, and insist upon, better-prepared freshmen. Having as many as 30 to 40 per cent of English and mathematics freshmen in remedial classes is simply not acceptable. In some cases, we are still teaching these "graduates" to use the English language effectively *after* they have left university and joined industry.

An essential ingredient in renewing our technological capability must be the quality of our scientists, and particularly of our engineers. They are responsible for the industrial innovation and applied research and development on which we must build.

The quality of education received by Canadian engineers is falling short of our needs. Moreover, the number of engineers we produce will not be sufficient to provide the human lever required for technological success.

It is true that engineering, in the present economic decline, is not the instant passport to employment that it was a few years ago. But, as Canadian industry gears up, we will rapidly encounter a desperate need for many more appropriately trained engineering graduates.

On the basis of present information, such graduates will not be available. I have seen figures forecasting a U.S. shortfall of over 20,000 electrical and computer-science engineers by 1985. A shortfall in the U.S. means a brain drain from Canada.



Walter Light is Chairman and Chief Executive Officer of Northern Telecom Limited. The article is adapted from an address given by the author to the Queen's University Council on May 12, 1983.

Tom McDonald

And the drain will come from a small population. Less than 10 per cent of all Canadian university students are in engineering. In Japan, the figure is 20 per cent, while 40 per cent of all post-graduate students there are engineers. Which nation will lead the world in expanding its technological capabilities?

Our young engineers today are no less dedicated than those of earlier generations. Engineering faculties are striving to produce the best graduates they can. But these students and their advisers are being hamstrung by a lack of vitally needed financial and material resources.

For example:

- According to the Association of Professional Engineers of Ontario, equipment budgets at a number of faculties have now fallen to 20-to-30 per cent of what the association considers necessary to provide the required training.
- While engineering student enrolments grew consistently through the last decade, this growth was not matched by an equal growth in faculty staff. The result is a current average student/staff ratio of 20-to-1. A recent recommendation by engineering authorities argues that a reasonable student/staff ratio should range from approximately 8-to-1, or less, for heavily research-oriented programs. For programs focused on general undergraduate teaching, it recommends a 16-to-1 ratio.
- The past failure to recruit new staff members means engineering faculties are now dominated by professors in the upper-age levels. This problem is compounded by the long-standing inability of engineering graduate schools to compete with private industry for recent graduates. The result is that, in the near future, as more faculty reach retirement, engineering faculties will be even more hard pressed to provide qualified instructors.

It is true that today, more young engineers are opting for advanced studies, rather than face a depressed job market. However, when our industrial performance revives, they will again seize the opportunities business offers, and engineering schools will again lose the prime graduates to industry.

The solution, however, is *not* for industry to stop hiring graduate engineers. Rather, it lies in restructuring funding priorities, in re-examining and adjusting the tenure system, and in making, if necessary, more funding available to university administrations.

We must also enhance the status of the engineer and his profession, especially of the academic engineer. We must introduce industry's risk-reward incentive into teaching to challenge the best to teach. This combination could encourage more Canadians to teach and practice engineering.

We must also improve the ability of our engineering schools to expose students and staff to at least a representative level of the emerging technologies. This is a difficult proposition because the cost of new technologies, such as robotics and computer-aided design, is far beyond the budgets presently available to most schools.

While our economy presently constrains the extent to which government can make the financing available, the problem still must be addressed. Part of the solution lies in better co-operation between government, industry, and the university.

An important element in this mix must be the attitude of the universities themselves. Too often, individual faculties and schools have dedicated themselves to attempting to excel in all aspects of engineering.

This goal is understandable, but it is dangerously inefficient given the limited resources available. The result has been too many engineering schools that often only achieve a broad mediocrity rather than real excellence.

University and provincial government authorities across Canada must put aside regional and institutional competition. Instead, they should work to put in place a national engineering, or even better, a national Information Age education strategy.

This would offer every student a strong basic technological experience, with the opportunity to pursue state-of-the-art excellence in a particular field at a given institution.

Equally important, the individual university must put aside its internal competition between the broad disciplines of the humanities, the social sciences, the sciences, and engineering. It is time for the university community as a whole to accept its responsibility to establish the educational and funding priorities that reflect both the immediate and long-term *national* interest. Obviously, my personal bias would suggest the immediate priority is in the fields of technology and business.

I am not oblivious to the importance of the humanities and social sciences to Canadian life. In a world becoming ever more complex and interdependent, such disciplines must be part of the educational process.

However, it is essential we all recognize that the primary challenge we face today is to boost the economic performance of Canadian society — a performance directly related to our technological expertise. Only in this way will we develop the national prosperity required to support our standard of living and *all* aspects of our education systems.

There is also a role for industry to play in improving the university's technical expertise. One small example is a program undertaken by Northern Telecom, and in which Queen's University has played a pioneering role. Under this program semiconductor chips, designed by students as part of their course requirements, are fabricated by Northern Telecom and returned to the universities in packaged form, ready for testing.

Other such programs must be explored by the university and business. Also, greater attention must be paid to developing exchanges between the university and industry that will allow academics to experience new technological developments, and make available our experts to help instruct students.

If such steps are to be taken, however, universities must develop a more realistic understanding of what business can, and cannot, do. It can provide crucial assistance. But it cannot accept a continuing barrage of conflicting requests and poorly formulated program ideas that show little regard for the needs and priorities of business and the nation.

It is essential that the universities start taking a co-ordinated, business-like approach to identifying priorities, and then working with business and government to meet them.

About a hundred years ago, British writer and scientist T.H. Huxley described two concepts of the university. The medieval university, he said, looks backward. It professes to be a storehouse of old knowledge.

But the modern university, Huxley believed, looks forward. It is a producer of new knowledge.

This is the challenge that every Canadian university faces in the Information Age: to produce graduates capable of applying the new knowledge and new techniques that our economic future depends on. If the conventional university fails, it jeopardizes its reason for existing, *and* places our national welfare at risk.

UNIVERSITY OF ALBERTA

The Mactaggart Fellowships

The Mactaggart Fellowships have recently been established by the University of Alberta to support promising Canadian junior academics in the humanities and social sciences. The Fellowship offers an opportunity for junior academics to develop further their research skills and record of accomplishments while maintaining their commitment to teaching. Four Fellows will be appointed this year.

The Fellowship offers financial remuneration at the level of the assistant professorship and provides for a removal allowance and the usual benefits. Initial appointment is for three years with the possibility of a two-year reappointment.

Academics in the humanities and social sciences, and in related applied fields, who are fully qualified for junior assistant professorships, are eligible to apply. The related applied fields include the following: business, education, home economics, law, library science, nursing, and physical education. The competition is open to both men and women who are Canadian citizens or permanent residents in Canada.

Applications must be received by **November 30, 1983,** and should include the following:

a brief description of the proposed area of research,
the names and addresses of three referees,
a curriculum vitae,
one or more recent publications.

Applications should be sent to:

Dr. R.R. Hett, Chairman,
Mactaggart Fellowship Committee
Rm. 252, Athabasca Hall
The University of Alberta
Edmonton, Alberta T8G 2E8

Fellows will be notified by March 1, 1984 with the appointments to be effective on July 1, 1984.

CALL FOR APPLICATIONS TO

CANADIAN STUDIES PROGRAM AT HEBREW UNIVERSITY

Applications are invited for appointment to the Canadian Studies Program at the Hebrew university of Jerusalem for the academic year 1984-85.

The Program of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada and Dr. Ralph Halbert, National President of the Canadian Friends of the Hebrew University and Mrs. Halbert in April 1978.

Applicants for the appointment for the academic year 1983-84 should be university professors in the Social Sciences, Humanities or Law. Applicants will be expected to combine broad comparative teaching and research experience with an ability to emphasize Canadian content within their disciplines.

The successful candidate will be expected to teach two or three courses (to be determined in consultation with the department/school to which the scholar will be attached and by the length of tenure of the appointment) and to participate in faculty and public seminars at the Hebrew University. Tenure of appointment will be for the full academic year (Nov. through June) or for two trimesters (Jan. through June) depending on availability of successful candidate. Remuneration will include return travel costs for the candidate to Israel, salary for six or nine months at the level of full professor at the Hebrew University and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:

Hebrew University Canadian Studies Program,
Canada-Israel Foundation for Academic Exchanges,
170 Metcalfe St., Suite 501,
Ottawa, Ontario. K2P 1P3

Deadline for completed applications: November 1, 1983.
Notification of successful candidate: January 31, 1984.

Report on foreign students sells out fundamental values of university

by John Flint

After reading *The Right Mix*, a major report on foreign student policy in Canada, I had expected from this report a clarion call for the defence of some fundamental values of scholarship, of the meaning of the University, of the history and traditions of the scholarly community in its international aspects, coupled perhaps with some clever practical and political proposals set in the reality of Canadian conditions.

Instead, we have a report by a body of people who ought to know better, which begins by selling out the fundamental values of the university as its axiomatic first principles. The most charitable thing one can say about the report is that it tries to convince politicians that they can have their way, that their view of the university can be accepted, but, please, can they not understand that there is *some* value in having *some* foreign students, whose numbers can be controlled as the politicians might wish.

True, the authors do present some arguments for the concept that foreign students are *essential* to a respectable university, but only within the context of the university as an engine of Canadian social engineering. In all this, the idea of *universitas*, of the university as something quite different from a training institution, of the university as a community of scholars (for whom, by definition, nationality is irrelevant), of the university as a corporate, independent body of free thinking men and women, who gather together to enrich each other intellectually, is totally absent.

The Right Mix: The Report of the Commission on Foreign Student Policy in Canada. Canadian Bureau for International Education, Ottawa. 82 pages, $8.

Perhaps the most revealing statement in the whole report is the following: "It should be remembered, however, that Canadian universities and colleges exist primarily to serve Canadian needs" (page 45). The question of who determines what those "needs" are is implicitly answered in recommendation THIRD on page 75, where, in parentheses, universities are told to be "mindful of the political restraints on their actions, as we have already indicated in section 3.2.1, p. 45 above". Nowhere in the report do the commissioners express the view that universities exist, "primarily", or rather *fundamentally*, to serve knowledge and those who wish to be students of knowledge. If their primary function is to serve Canadian national needs, then they are no longer universities but something else.

In this context a comment on the composition of the commission may be invidious, but not amiss. The chairman is a former university president. All the other members but one are university administrators, a dean, three presidents of community colleges or CEGEPs, one university president, one principal of an institute of technology, one university vice-president and the director of an international student centre. None of the members would appear to be internationally known scholars or researchers who have attracted a group of scholars from around the world to sit at their feet. Few, if any of them, I suspect, spend much time in the classrooms of their institutions. The commission does not contain one student member, Canadian or otherwise. A mere professor of history like myself may tremble at the thought that articulation of his concerns is entrusted to such people, as if they were representative of the values for which he stands.

Professor Flint is with the Centre of African Studies at Dalhousie University.

Canadian political "realities" seem to be uppermost in the minds of the commissioners. Throughout the report there is an unwillingness to challenge any of these supposed realities (are our federal and provincial politicians really as crass and narrow minded as is assumed?). The report lays down a series of axioms, which are simply assumed as bedrock principles, with no attempt to argue them through from first principles. There is no challenge to the idea that universities are "provincial" institutions (p.4); apparently the commission is unaware that constitutional change is now possible in Canada.

One does not, of course, expect them to mount a campaign for constitutional reform, but with this, as with other questions raised, one might expect the guardians of universities to comment on what is right and wrong, sane or insane, sensible or stupid. Is it right for governments, especially provincial governments, to attempt to control university admissions? It may be impractical to hope for anything else, but at least we should speak out and let the world know that we know right from wrong, even if we must live within the framework of wrong.

This pandering to political "reality" is revealed on page 48:

> The size of the community in which the institution is located is another factor, certain communities more readily accommodating a foreign student population. In a large urban centre the percentage of foreign students can be relatively large.

The guarded vague sentences do not, of course, refer to the riotous mobs which might parade the streets of Sackville, New Brunswick, were Mount Allison University to admit an additional 500 British, 300 Australian, 200 New Zealand and 1,000 New England students. Darkly it suggests Seckville's inability to "accommodate" a few hundred more foreign students with rather more exotic accents and skin colours. The question of whether the reaction would be any different if these students carried Canadian birth certificates is not considered.

Apart from its disagreeable implications, however, one may legitimately be appalled by the underlying lack of realism in the thinking that lies behind it. Do the commissioners really believe that the landladies, construction workers, contractors, rental agencies, cinema proprietors, restaurateurs, shopkeepers and the pool of unemployed of Sackville, N.B. are going to throw up their hands in horror at the sight of the bespectacled sons and daughters of professionals and businessmen from Hong Kong, Singapore or Lagos?

Throughout the report runs the theme that there is a problem, and that foreign student numbers must be controlled by the universities so as to avoid direct government control. But the commission's own figures bely this assertion completely. The commission carefully avoids mentioning the overall percentage of foreign students in Canadian universities. But Table 5 on page 33, which lists institutions with the *largest* foreign student enrollment in 1980, shows McGill University and the University of Windsor as enrolling a far higher percentage than any other university, with 12.5 percent and 12.4 percent respectively. The figure for Windsor probably reflects its proximity to the U.S. border. McGill's figure of 12.5 percent may reflect an international reputation and tradition emerging from its history, but scarcely seems to indicate a "flood".

The commission does not, however, calculate the overall percentage average of these universities with the largest foreign enrollments; it is difficult to see why not. Including McGill and Windsor, which unbalance the calculation, the average is 5.6 percent. Without McGill and Windsor it is 5.2 percent. This scarcely seems to indicate a serious problem. Even if the numbers were to have doubled since 1980, for *all* universities, not more than one in ten students in Canadian universities would be a foreigner. In fact, the figure must be about 3-4 percent. (Incidentally the commission applies the term "foreign" to Commonwealth students).

A non-existent "flood" is therefore assumed, although the commission's own evidence reveals the falseness of the assumption to the reader ready to get out a calculator. From this arises the assumption that the numbers of foreign students in Canada must be controlled. The commission's main position in defense of university (administrators'?) interests seems to be that *at least some* foreign students should be allowed in. Why? Because they contribute to the quality and education of Canadians, they foster Canadian external and trade relations, they spend funds in Canada, and finally because Canada has a moral respon-

McGill University

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Nominations and applications are invited for the position of Dean of the Faculty of Law of McGill University. The appointment, effective June 1, 1984, is normally for a five-year term and may be renewed.

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The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both French and English is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by October 15, 1983, to:

David L. Johnston
Principal and Vice-Chancellor
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T5

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The research area for each position is open, but it must complement those of the present analytical or inorganic faculty.

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Applications consisting of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three referees should be sent to the undersigned before December 31, 1983.

Larry Weiler
Professor and Head
Department of Chemistry
The University of British Columbia
2036 Main Mall
Vancouver, B.C., Canada
V6T 1Y6

Unique career challenges at Nigerian Universities

Nigeria, one of the most densely populated countries on the African continent, is undergoing a major expansion of its higher education system. Applications are invited from suitably qualified candidates with experience as full or associate professors, lecturers, researchers or technologists who wish to take on a new challenge at one of the following locations.

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Opportunities are available at the School of Applied, Earth & Mineral Sciences, the School of Management, Teaching Support Units, the Directorate of Research & Consultancy and the Planning, Budgeting & Development Division.

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Appointments will commence as soon as possible. Further details including salaries, conditions of service, etc. can be obtained by written request. Interested applicants should submit four copies of their application and detailed curriculum vitae, naming three referees who should be requested to submit typewritten confidential reports to:

The Acting Director,
Nigerian Universities Office
150 Kent Street, Suite 702
Ottawa, Ontario
K1P 5P4

University of Saskatchewan

ACADEMIC POSITION — CRITICAL CARE MEDICINE

A tenure-track academic position in Critical Care Medicine, as Director of the Medical Intensive Care Unit, is available in the Department of Medicine at the University Hospital in Saskatoon. Applicants should have, or be eligible for, specialist certification in Internal Medicine and have additional training in Critical Care Medicine. The opportunities and responsibilities related to this position include teaching, research, patient care, as well as organization and ongoing development of the Intensive Care Unit. In accordance with Canadian Immigration requirements priority will be given to applicants who are Canadian citizens or permanent residents of Canada. Applications, including a curriculum vitae and names of three references, should be forwarded to Dr. R. M. Bala, Professor and Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

Foreign students...

sibility to assist education in Third World countries to alleviate global inequalities. These points would much better fit the argument that Canada, by admitting less than 5 percent foreign students to its universities in 1980, was sadly neglecting both its moral duty and its diplomatic and trading ambitions, and therefore ought to set about actively recruiting more! They sit ill as part of the advocacy of restriction and quotas.

The assumption, though, is that there is a "right mix". Implicit in this assumption, because it is argued in a context of controlling numbers and quotas, is the idea that the "right mix" implies limiting numbers overall. The commission does admit, however, that recruitment might take place in certain areas, especially Third World countries, once the ceiling is imposed overall. But what this overall limit is cannot be found in the report. Upon what principles can the "right mix" be determined? "Right" for whom or what: for the needs of provincial funding, for the imperatives of political "reality", for the stimulative effect on Canadian students and faculty, for the economic and diplomatic effects on Canada? The commission clearly believes that the interests of the Third World ought partly to determine the "rightness" of the mix, but it nowhere suggests what proportion of Africans, Caribbeans, etc., might be correct.*

The task of determining this "right mix" appears to fall on the universities who must cooperate to spread the burden around, if possible, using the CBIE as a clearing house and coordinator. The "right mix" will not merely be the ratio of foreign to Canadian students, universities must "subdivide the larger areas into countries or groups of countries and determine the maximum enrollment acceptable from each". (p. 9). When it comes to financing, however, "the provinces should adopt a policy of funding a certain level of foreign participation in their universities and colleges". (p. 74 FIRST). That this might be a matter of federal Canadian interest, or that the universities are not "their" institutions, is not, of course, discussed.

The issue of what constitutes the "right mix" is thus totally avoided. The issue is presented abstractly, as if there must be a "right mix" which can be arrived at by discussion. But no guidance is offered as to numbers or ratios, overall, or still less as to individual countries. Put this way, of course, the field is left entirely open for the politicians, in their financial granting arrangements, to say what that mix shall be. The CBIE commission fails entirely to give us a position on which we can stand.

This lacuna is all the more surprising when considered in relation to the series of more liberal proposals (pp. 74-77) on funding of foreign students. The implication is that by accepting limits on foreign student enrollments, the universities have knocked away the justification for differential fees. Even this, however, is not clearly outlined. While universities are being urged not to take more institutional income from foreign students than that generated by a Canadian student in the same programme, they are at the same time being asked to be "mindful of the political restraints". What does this mean? Differential fees, not too harsh, but clear enough to show that the foreigners are being discriminated against? Only students from the least developed countries are clearly exempted from differential fees (p. 75 FIFTH). Equally clearly (p. 75 SEVENTH) "students who fall outside the various categories so far identified" (?) should pay "the foreign student differential fee which may be established at the host institution".

So the trade-off is not a trade off at all. After accepting a complex system, totally undefined, of fixing quotas, and then quotas within quotas, the universities must still be ready to impose differential fees on foreign students. The students, however, will now be the "right mix", of benefit to Canada's trade, cultural stimulation and delicate moral conscience, which can be doubly salved by foregoing discrimination for the really, really, truly poor countries.

Dear God how will the universities survive when we have such people to fight for our principles?

*On p. 28, Table 2, Hong Kong is defined as a "High Income Country", and Malaysia as a "Middle Income Country".

Canadian Federation of Biological Societies

SCIENCE POLICY OFFICER

The Canadian Federation of Biological Societies (CFBS), a national association of 2500 senior biomedical scientists, invites applications from qualified individuals for the position of Science Policy Officer. This is a full-time or part-time position based in Ottawa beginning in October-November, 1983. The main duties of the person appointed will include maintaining a liaison between the Science Policy Committee of the CFBS and federal and provincial agencies and departments involved in the funding of biomedical research; maintaining regular contact with members of parliament and the provincial legislatures; and, assisting from time to time, in the preparation of position papers and background reports.

Résumés with the name of three references should be sent before October 31 to: Search Committee, Science Policy Officer, CFBS, 75 Albert Street, Suite 1001, OTTAWA, Ontario. K1P 5E7.

BOOKS.LIVRES

Canada - U.S. amity belongs to folklore

by Arnold Ages

The Presidents and the Prime Ministers: the Myth of Bilateral Bliss 1887 - 1982, by Lawrence Martin, Doubleday, 300 pages, $19.95.

Canada and the Reagan Challenge, by Stephen Clarkson, Canadian Institute for Economic Policy, 383 pages, $14.95.

OK. JUST ONE MORE TIME... WHAT DO YOU THINK OF MY DEALINGS WITH THE RUSSIANS?
UNWARLIKE! DEFINITELY UNWARLIKE!!!
COLONIAL WILLIAMSBURG
Town Square
KING

Canadians have always been fond of the idea that American-United States relations represent a happy exception to the dictum that countries have no permanent friends — only permanent mutual interests. The conventional wisdom suggests that for more than a hundred years these two sprawling giants have coexisted congenially in a condominium which straddles the continent of North America.

Observers of the two countries have on occasion admitted that here and there in history there might have been a contretemps or two (the 1812 nastiness for example), but the infrequent moments of friction have been more than obscured by a century long epoch of conviviality. The received wisdom dictates that the congenial relations have been the product of bilateral maturity.

That portrait of bliss comes under withering attack in two important studies by Lawrence Martin and Stephen Clarkson, both of whom have sifted a considerable body of documentation and come to the conclusion that the much heralded Canada-U.S. amity belongs more to folklore than to historical annals.

The two essays in question, while directed more or less at puncturing some myths, are quite different in scope, content, texture and style. Lawrence Martin comes to his work from a background in journalism (he was the *Globe and Mail's* correspondent in Washington for three years) and his prose style reflects a crisp professionalism in which there is a strong tincture of comic cynicism. Stephen Clarkson, a professor in the department of Political Economy at the University of Toronto, has the scholar's respect for tight documentation which makes for a less flamboyant writing style.

In his survey of the period between the Confederation year 1867 and 1982, Martin suggests that the relationship between the United States and Canada has been that of the feudal baron towards his vassal. The barons in this case have been a string of American presidents from Andrew Johnson to Ronald Reagan, and the petulant vassals have included notables from John A. Macdonald to Pierre Elliot Trudeau.

To put it simply, the American imperial presidency has run roughshod over successive Canadian administrations. When the people in Washington were not ignoring Canada (a behaviour lacuna which occurred quite often), they would relate to their northern neighbour with condescension, arrogance and plain lack of couth.

Martin makes it clear, in his often humorous account of the lopsided Canadian-United States rapport, that the phenomenon has not been restricted to the interstices of the past. Even that Camelot of presidents, John F. Kennedy, dealt with the Diefenbaker government in an ungracious manner. Says Martin: "The Kennedy posture towards Diefenbaker's Canada was that of a president stretching his legs across the Canadian border and demanding a shoeshine." Kennedy didn't even know how to pronounce Diefenbaker's name and in this regard he was not the first president to display ignorance where Canadian prime ministers were concerned.

While presidents Taft, Teddy Roosevelt, Hoover, Truman (Franklin Delano seems to have behaved himself) and some of the other denizens of the White House related to Canada as most people relate to poison ivy, no president equalled Lyndon Baines Johnson for sheer unmitigated vulgarity where Canada was concerned.

Most American presidents were content to express their displeasure with Canada through two modalities: words of contempt or administrative acts which restricted certain economic activities on which Canada depended (fisheries was a favourite target).

In the wake of the Vietnam war, Lester Pearson had had the effrontery to criticize Johnson's war policy during a speech on an American campus. Hauled up to the White House for a meeting with LBJ, Pearson found himself pinned up against the wall by the Texas democrat. Johnson very nearly caused the asphyxiation of our Nobel peace prize winner, as he poured out his wrath in words that are heard most often in the locker rooms of losing football teams.

Lawrence Martin's book peers at American-Canadian relations through the optic of personalities. Stephen Clarkson, in covering some of the same territory, chooses to focus in on bilateral issues, international treaties, commercial pacts and agreements. The result is that the Clarkson volume is more demanding in that it contains details on economic policy of an esoteric nature.

Happily, the author has done more than that. Drawing from interviews with hundreds of interlocutors from government and industry, Clarkson has succeeded in producing a graphic portrait of what the consequences of all those agreements and treaties have meant for Canada. His conclusions are similar to those reached by Lawrence: Canada has been at the receiving end of a vise-like grip which the United States has been applying to this country for the past decade, and which has become even tighter with the Reagan administration.

Clarkson shows that the energy crisis has made the Americans ugly in their pressure tactics against Canada. Canada's national energy program has naturally rubbed against American interests and this has made for unpleasant encounters. Ottawa's industrial strategies, translated primarily through FIRA, have occasioned bitter American retaliatory measures, the shape of which the author documents fully in his study.

Every Canadian effort to resist American economic and cultural hegemony has produced a counter reaction from below the 49th parallel. It has been said that when the United States sneezes, Canada catches pneumonia. Clarkson shows that with the acid rain crisis, Canada has seen the concretization of a metaphor. Efforts to induce the Americans to curtail the sources of acid rain have been largely fruitless. The same indifference to Canadian interests has characterized American responses to fisheries, boundaries, sovereignty at sea, broadcasting, defense sharing, and a host of other bilateral issues.

Although Clarkson's essay is a solid academic study, it differs from the conventional academic exercise through its sense of urgency and advocacy. The author is not happy with the current situation, which appears to have worsened under Reaganomics, and his book is a cry to Canadians, first to be aware of the perilous state of this nation's economic and cultural health, and, secondly, to take steps to alter the vertiginous plunge to the kind of vesselage status so ably described in Martin's essay.

Arnold Ages teaches in the Department of French, University of Waterloo.

UNIVERSITY OF REGINA

Faculty of Administration

DEAN

Nominations and applications are invited for the position of Dean of the Faculty of Administration. The appointment will commence July 1, 1984, or at a mutually agreeable time, and would normally be for five years, renewable.

The Faculty of Administration has 500 full-time undergraduate students and 50 students in a developing master's program with public policy and administration, and business management options. Fifteen percent of the undergraduates are in a co-operative work/study program with alternating study and work semesters.

The organizational structure of the Faculty includes a Dean, Assistant Dean, Administrative Assistant, and 28 faculty members. The Faculty is not departmentalized.

Among other responsibilities, a major task of the successful candidate will be recruitment and development of a dynamic faculty. Preference will be given to candidates holding an earned doctorate in Business or Public Administration or a related area and who have business/professional, teaching, and research experience.

Nominations and applications, accompanied by a résumé, including the names of three referees should be forwarded by October 31, 1983, to:

Dr. D.E. Shew
Vice-President
University of Regina
Regina, Saskatchewan
S4S 0A2

BOOKS.LIVRES

A sociology of Canadian sociology

by Grace M. Anderson

Society and Change: S.D. Clark and the Development of Canadian Sociology by Harry H. Hiller, University of Toronto, 207 pages.

Eddies of controversy swirl around the research and writings of S.D. Clark. A study of his career is intertwined with the development of sociology as a discipline in Canada. He stands at the confluence of British and American traditions in sociology. "Clark's career has touched and spanned all the critical phases of emergence and development of the discipline in this country." (p. xii)

Hiller describes Clark as marginal to sociology — a marginal figure in a marginal discipline (at least, until the early 60s). Yet this very marginality enabled him to effectively communicate with colleagues in the other social sciences. A western Canadian, his intellectual roots were in social history and political economy, disciplines in which he received his early training at the Universities of Saskatchewan, Toronto and McGill, with one brief year spent at the London School of Economics. Hiller places the basic themes of Clark's writing firmly within this contextual framework.

To comprehend the scope of Canadian sociology, both past and present, the reader needs an understanding of the locational centrality, and hence influence of S.D. Clark, who was on faculty at the University of Toronto for nearly four decades and was the first chairman of the independent department there (1963-1969.) This paradox of marginality and centrality is brilliantly juxtaposed in Hiller's book.

Clark's writings were always controversial in both their methodology and their scope, Hiller emphasizes. During the first two decades of Clark's writing, his methodology was that of history. Meanwhile, American-trained sociologists were using distinctively sociological methods — they favoured large-scale surveys with scientifically developed interview schedules or questionnaires. Clark preferred the historical examination of documents and was quick to label American-trained colleagues as "doorbell ringers."

But by the early 60s, as Canadian departments of sociology rapidly expanded, he gradually veered away from history and from British models of sociology, and toward the use of graduate students to conduct interviews for his studies. Since he spurned the computer as a tool in analysis, much of the data was intuitively grasped rather than being presented in the form of tables with attached significance tests.

Many of the younger sociologists were ready to dismiss the considerable insights of Clark. His juniors jumped heavily on the methodological defects of each study without appreciating the macro themes of changing Canadian society which Clark studied throughout his long career. Hiller's book is a gem in that it presents Clark's corpus of research and writing in its entirety. To study this body of books, articles and papers is to gain a new understanding and appreciation of the development of the discipline of sociology in Canada.

Clark's early macrosociology discussed the confluence of sociology and history. Topics centered on the *social aspects* of the economic development of a series of staples, fur, fish and mining.

His inspiration was sparked by Canadian colleagues such as H.A. Innis and A.R.M. Lower. He was also influenced by international scholars, British sociologists R.M. MacIver, through the writings of Americans such as Thomas and Znaniecki, Park, Parsons, and also the German social historian Max Weber. Clark did not accept this body of classical material in its entirety, but viewed it critically, selecting only those parts which were most useful to his purposes. He reserved his most serious criticisms in this period for Talcott Parsons, assailing his lack of study of change of (rather than within) social systems. In Clark's view, sociology needed historical methodology and perspectives.

The second theme which runs like a strand through Clark's early work concerns the twin concepts of frontier settlement and social organization as interpretive tools. (Social disorganization was a popular theme of the Chicago school in the 30s.)

Another constant theme of the early Clark was Canadian-American comparisons. He first studied the Canadian Manufacturers Association as the vanguard of Canadian capitalism. A series of large American grants were given to groups of Canadian scholars to explore this theme. Clark then analyzed movements of political protest in Canada and found "that resistance to authority was countered by old-world ties and centralized authority." (p. 97) During this period, religious sects were also studied as protest movements. His comparative studies further the understanding of the developing Canadian identity.

His initial interest in Canadian rural frontiers led him to undertake, in mid-career, a study of suburbanization on the fringes of Toronto. He viewed urban sprawl as the new urban frontier. His book challenged the myths of suburbia so prevalent in the 50s.

The "later Clark", as Hiller refers to him during the 60s and 70s, studied the topics of protest and periphery — the student protests of the 60s and the peripheral "new poor" of the 70s. His assessment of changes in society relate to the effects of protest on universities and on the discipline of sociology itself, and finally the rise of critical sociology.

Hiller concludes, "It has been the thesis of this book that the work of S.D. Clark is reflective of the major issues in Canadian society that, in turn, have shaped the development of the discipline of sociology." (p. 144) The author, in writing of Clark's career has presented a sociology of Canadian sociology.

S.D. Clark and the Development of Canadian Sociology is a well-balanced study. The book outlines each of Clark's major works, and demonstrates the way in which each contributes to a dominant theme. Each paragraph makes a significant point. An ample critique of each of Clark's writings is provided.

Hiller has, however, passed over very lightly the contributions of other early sociologists, and especially women such as Professors Jean Burnet and Aileen Ross. Nevertheless, this well-written book deserves to be read by all those who would understand the contextual development of a distinctive Canadian sociology.

Professor Anderson is with the Department of Sociology and Anthropology at Wilfrid Laurier University.

Ontario Cancer Treatment and Research Foundation

is seeking a

Director

for the

WINDSOR CANCER CLINIC

The Ontario Cancer Treatment and Research Foundation invites applications for the position of Director of the Windsor Clinic associated with the Metropolitan General Hospital, Windsor, Ontario. The Clinic serves Essex County and adjacent area, and currently sees approximately 900 - 1,000 new cancer cases per year. The clinical program will provide facilities for radiotherapy and chemotherapy, consultation with oncologic subspecialties, clinical research and teaching.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Salary is open to negotiation. Applications with curriculum vitae and a list of three referees should be forwarded to Dr. J. W. Meakin, Executive Director, The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard, Toronto, Ontario, Canada, M4H 1A8. Tel: (416) 423-4240.

YORK UNIVERSITY

Toronto, Ontario, Canada

Director of Libraries

Applications are invited for the position of Director of Libraries.

York University Libraries include main (Scott) Library and four branch libraries which serve about 35,000 students, undergraduate and graduate, and 1,000 faculty plus 800 part-time faculty. These libraries have a collection of over two million items, a staff of nearly 200, and a budget of $7,500,000.

Qualifications for this post would normally include a post-graduate degree in Library Science, at least ten years professional library experience, proven administrative abilities, an appreciation of information systems, and a mature vision of the academic library and its future. Salary competitive. Liberal fringe benefits. Initial appointment for 5 years. Starting date negotiable.

Applications should include a curriculum vitae and the names of three referees, and must be submitted by October 31, 1983 to:

Professor J.F. Bosher,
Chairman, Search Committee,
c/o Department of History
232 Vanier College,
York University,
4700 Keele Street,
Downsview (Toronto), Ontario
Canada M3J 1P3

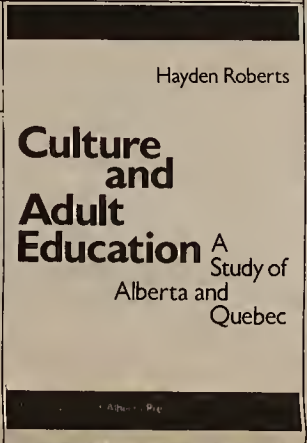
In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BOOKS.LIVRES

How social philosophies influence adult learning

by James B. Hartman

Culture and Adult Educetion: A Study of Alberta and Quebec by Hayden Roberts. Edmonton: The University of Alberta Press, 1982. 274 pp.



Adults today can participate in a wide variety of organized educational processes, differing in content, level, and method. Such processes are aimed at improving technical or professional qualifications or at contributing to personal growth and satisfaction and to an understanding of the forces underlying social change. These opportunities are provided not only in universities and colleges, but also in public schools, proprietary occupational schools, governmental and social agencies, community organizations, professional associations, trade unions, and agricultural societies.

Underlying the everyday practice of adult education, however, there are deeper issues relating to political philosophies and cultural ideologies.

The guiding hypothesis explored in Hayden Roberts' comparative study is that the policies, structures, and processes of adult education programs tend to reflect the explicit or implicit social philosophy of the dominant culture — in this case, in each of two Canadian provinces, Alberta and Quebec. Proceeding from a broad conception of culture as a "positive, creative, nurturing environment," Roberts seeks to demonstrate that the practice of adult education in Quebec is more "socially oriented" than in Alberta.

Part 1 of this book offers a brief overview of the current state of adult education, makes some terminological clarifications, and sets out the theoretical framework which will provide the basis for the intercultural comparison. Part 2, the main body of the analysis, identifies the respective social philosophies dominant in Quebec and Alberta and relates them to the adult education programs and activities of a variety of government and government-linked agencies, as well as to several non-government institutions — organizations of native peoples, agricultural organizations, trade unions, and adult education associations. Part 4 examines the ascription of educational needs and the availability and allocation of resources, and concludes with some general comparisons of the present state of public and private adult education in each province.

Among the more important social changes that have influenced adult education in Quebec are the weakening of the dominance of the church, the move from an agrarian to an urban industrial society, a heightened sense of ethnic identity, and the growth of social democratic nationalism. Government ministries, commissions, and advisory bodies have reflected these changes in their stress on the need for consonance between economic and cultural development. The particular collectivist climate and cultural bias in Quebec is revealed in the pervasive influence of the government in skewing adult education toward a specific political, social, and cultural viewpoint, and resistance to federal incursions into the field.

Non-governmental institutions in Quebec also exhibit similar cultural orientations: organizations of native peoples are encouraged to develop a cultural consciousness along with the acquisition of vocational skills; agricultural organizations balance economic and social-political considerations in their educational support systems; trade union organizations pursue policies of collective education as a matter of urgent social need; and provincial adult education associations emphasize skills required for social animation and citizen action.

In Alberta, on the other hand, the varied ethnic composition of the province, with its dispersed loyalties and energies, has produced a social climate of individualism, non-conformity, and competitiveness. These tendencies are reflected in the prevailing liassez-faire economic philosophy of the government which favours a diminished government role in adult education — with the exception of manpower training linked to economic policy — and the encouragement of local initiative. The spread of responsibility for adult education among sub-units and agencies has resulted in a diversity of institutions and programs whose fortunes largely are left to the vicissitudes of the marketplace.

Similar conditions prevail in Alberta's non-government institutions. In line with the economic policy of resource exploitation, government funding of adult education for native peoples is overwhelmingly in support of work-oriented programs, with conformity to the norms of white society as an underlying purpose. While agricultural organizations promote practical learning about production and marketing, they also support programs which enhance the social and communal aspects of rural life. Trade union organizations, barely tolerated by government and business leaders, stress union management rather than workers' education programs, and their representatives tend to view with suspicion the existing management-oriented programming of post-secondary institutions. Provincial adult education associations lean more toward professional development programs than to ones concerned with broader social and philosophical issues.

The general picture that emerges is that adult education in Alberta, dominated by an individualistic, capitalist ideology, is diffused, localized, and lacking a concerted plan, while Quebec's is comprehensive, centralized, and the deliberate expression of a broad systematic socialist ideology. Levels of government expenditures reflect the perceived importance (ascribed needs) of adult education: Quebec spends 30 percent more per head of adult population than Alberta.

Consumers' choices of programs (felt needs) also reflect the dominant public philosophy: in recent history, registration in courses aimed at increased professional and vocational development amounted to about 44 percent of all registrations in non-credit part-time courses in Alberta, but only 12 percent in Quebec. In Quebec, 47 percent of all registrants chose courses in home skills and community and family living, but less than 18 percent did so in Alberta.

Comparative studies of this kind involve various risks, some of them potentially disastrous: the inadequacy of statistics and the weakness of surveys on which they are based, the neglect of exceptions to general trends, the temptation to oversimplify and stereotype whole cultures, the obscurity of personal and political motivations, and the confusion of accompanying conditions with causal forces in the social environment. Fortunately, Roberts' awareness of the complexity of the issues involved in relating the available evidence to his central hypothesis has made it possible for him to avoid them. Some explicit recognition of the intricacies of the troublesome concept of "needs" would be helpful, however.

This carefully conceived, substantially documented, and perceptive analysis will interest practitioners and theoreticians alike. Not only does it provide a thorough description of adult education activities on a variety of levels in two diverse Canadian cultures, hut it also successfully exhibits the inter-relationships between social philosophies and educational practice. This book may inspire sociologists of education to explore the suitability of Roberts' model to the development of similar comparative studies elsewhere in Canada.

James B. Hartman is Head, Department of Humanities and Social Services, Continuing Education Division, The University of Manitoba.

NOTICEBOARD

Notices of Conferences/ Calls for papers

The *CAUT Bulletin* will be offering a new service commencing with the December 1983 issue which will allow contributors to place notices of conferences, calls for papers and announcements of publications in the September, December and April issues of the magazine free of charge.

The notices must be typed double-spaced in a single paragraph starting with an underlined heading and must not exceed 100 words in total.

Please direct requests to "Noticeboard", Liza Duhaime, *CAUT Bulletin*, 75 Albert St., Suite 1001, Ottawa, K1P 5E7.

The city as the weak link

by Howard Epstein

The City and Radical Social Change, edited by Dimitrios Roussopoulos, Black Rose Books, 1982.

If the political left in Canada now has a reliable publishing house for its printed works it is due largely to the efforts of Dimitri Roussopoulos through the Montreal Black Rose Books. Roussopoulos started "Our Generation", and has now edited this collection of articles culled chiefly from that Anarchist periodical's regular analyses of urban politics.

Despite the declared attempt to give the collection the force of a theoretical framework, it remains a fairly journalistic history of Montreal through the Drapeau Years. Roussopoulos says in his Introduction that "The City...is as yet beyond the complete social control of the power structure, and therefore is among the most important terrains for revolt in advanced industrial/technological societies." The first part of this declaration seems quite an amazing piece of nonsense; the second is beset by a much-exaggerated metaphor of guerilla war. Yet it is to the city that Roussoupoulos looks for revolt: "A large body of radical literature in urban studies suggests that the city...may very well be the weak link in the chain of social control of a hierarchical society."

I have not seen anyone else advance this view of the weak link; I would have thought that much of the evidence, particularly in Canada and with Montreal no exception, was that urban politics, though a part of a struggle with capitalism, offered no special opportunities.

In the essay by Prof. Stephen Schecter the point is stated in a more balanced way:

> ...it is impossible to understand both the urban sprawl which passes for development and the urban conflict it has produced unless one recognizes the determining power of the

p. 26

EIGHTH ANNUAL CANADIAN CONFERENCE ON THE APPLICATION OF CURRICULUM RESEARCH

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Winnipeg, Manitoba

November 24 - 25, 1983

The Conference begins with a general session at which Dr. Ted Aoki, Chair, Department of Secondary Education, University of Alberta, will deliver the keynote address: The State of the Art in Curriculum Research. That same evening and during the next day we plan to have presentations of live selected master's theses or research papers selected from among those that respond to our invitation to enter the competition. Another dimension of this conference will be a display of curriculum materials currently being used in new and innovative curriculum projects across Canada.

For further information contact: Dr. Anne L. Jefferson or Professor Elva Motheral, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

Conference

Perspectives in Human Reproduction In Vitro Fertilization — Ethical and Legal Issues

Place:	Hamilton, Ontario
Time:	October 3 and 4, 1983
Organized By:	McMaster University Faculty of Health Sciences and The Canadian Human Rights Foundation.
Purpose:	To provide an opportunity for representatives of the scientific, religious, legal and other interested groups to debate the issues relating to this topic.
Registration Fee:	$50.00, including luncheon; for program and information write to:

Dr. C.A. Woolever
Dept. Obs./Gyn.
McMaster University
Faculty of Health Sciences
1200 Main Street West
Hamilton, Ontario
L8N 3Z5

University of Guelph
DEPARTMENT OF FAMILY STUDIES
Chairman

Applications and nominations are invited for the position of Chairman of the Department of Family Studies. The Department of Family Studies is multidisciplinary in nature with a faculty complement of twenty-five drawn from a number of fields including sociology, psychology, education and nutrition. The common interest of the faculty is in expanding and applying knowledge about individual development and group process especially in relation to the social, biological and nutritional well-being of families and family members.

The Department is responsible for approximately 750 undergraduate students enrolled in the Bachelor of Applied Science program and majoring in Family Studies, Child Studies or Applied Human Nutrition. In the graduate program in which approximately 30 graduate students are enrolled, master of science degrees are granted in the three major areas and in Applied Human Nutrition a doctoral degree is granted. Both the undergraduate and graduate programs are enhanced by the special facilities associated with the Department. These include the Child and Family Services and Research Unit, the Family Studies Laboratory Schools and the nutrition laboratory facilities. In addition the University of Guelph's Gerontology Research Centre has a close association with the Department.

Candidates for the position should have a Ph.D. or equivalent in a field encompassed by the Department. They should also have a strong record of performance in university teaching and research together with evidence of administrative skill. Experience in a multidisciplinary setting or in a related professional field will be an asset. The successful candidate will be expected to demonstrate a commitment to the continuing development of the department's interdisciplinary teaching and research program.

The appointment will be for a term of five years which is renewable. Curriculum vitae and the names of three references should be sent to **Dr. R.M. Barham, Dean, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1.** Closing date for applications is October 15, 1983. The appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The city...

capitalist mode of production which governs these processes...The city's delimited focus offers people a chance to engage in collective public action on a scale over which they can retain control, thereby increasing the odds that democratic politics will not be transformed into current bureaucratic practice. The issues raised make it possible to reach parts of the working class which it would be more difficult to mobilize on a straight factory approach.

Despite the unsupported assertion that political organization around issues of urban politics is easier than around other issues, the point is clearly made and detailed time and again in the essays that changes in city life reflect the changing needs of the economic system.

If there is anything special in urban politics, it is the absence of an enduring basis of unity in the alliances that are made. As Prof. Michael Goldrick says in his essay, relating the recent history of Toronto

"...you did not have to be a conservative or socialist to oppose the construction of a highrise tower next door." It is for that reason that the alliances in both Montreal and Toronto fell apart, even after some electoral success. The split of the Montreal Citizens Movement (MCM) parallels the fragmentation of the CO-72 reform group in Toronto. The MCM spawned a rival Municipal Action Group (MAG), described thus by Roussopoulos: "Needless to say, the two prominent right-wing social democratic city councillors previously referred to were part and parcel of what turned out to be a prostitute's boudoir. MAG's leader was Serge Joyal, a once radical student leader, socialist and Quebec independentist turned federal Liberal member of Parliament."

In Toronto, the reformers in office behaved as social democrats will. Prof. Goldrick says:

> ...the reform caucus tended to operate on an ad hoc, issue-by-issue basis because it had made no comprehensive analysis of urban life and politics. This piecemeal approach gave no hint to its potential working class supporters that issues were merely symptoms and not root causes of social exploitation. For instance, the fight against expressways on the grounds of environmental despoliation ignored their function in linking suburban homes to central city jobs so that capital could exploit labour at both places.

Hull, Toronto, and Hamilton are all examined in this book, but its overwhelming detailed focus is on Montreal. There is of course no objection to this — the lessons of history must be learned — but in a number of essays the detail will be hard to follow for persons not very familiar with Montreal neighbourhoods or will seem to be an expense of spirit over what after all was not quite the Paris Commune.

Howard Epstein is Executive Director of NSCUFA.

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ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF WESTERN ONTARIO. Dean of the School of Library and Information Science. Applications are invited for the position of Dean of the School of Library and Information Science, with the appointment to be effective July 1, 1984. The initial appointment will be for a period of seven years. Candidates should have an established reputation as an academic scholar and teacher and should have the necessary administrative experience and skills to provide leadership for the continuing development of the academic programs within the faculty. This position reports to the Vice-President (Academic) and Provost. The University of Western Ontario has a total enrolment of approximately 15,200 full-time undergraduates, 1,700 full-time graduates and 3,300 full-time equivalent students engaged in part-time studies. The University is located in the City of London, which has a population of 257,000 and is approximately 180 km south-west of Toronto. The School of Library and Information Science has 18 full-time equivalent faculty and 14 full-time support staff. Enrolment in the M.L.S. program is approximately 150 students, and in the Ph.D. program about 10 students. The closing date for applications and nominations for this position is October 1, 1983. Applications together with a curriculum vitae and names of three referees, and all nominations should be submitted to: Professor J.C. Leith, Vice-President (Academic) and Provost, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Chairman, Department of Economics. Nominations and applications are invited for the position of Chairman of the Department of Economics, Faculty of Social Science, effective July 1, 1984. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to: Chairman of Selection Committee, Professor D. Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is October 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Chairman, Department of History. Nominations and applications are invited for the position of Chairman of the Department of History, Faculty of Social Science, effective July 1, 1984. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to: Chairman of the Selection Committee, Professor D. Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is October 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Chairman, Department of Secretarial and Administrative Studies. Nominations and applications are invited for the position of Chairman of the Department of Secretarial and Administrative Studies, Faculty of Social Science, effective July 1, 1984. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to Chairman of the Selective Committee, Professor Denis Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, N6A 5C2. The deadline for submission is January 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

ACCOUNTING

McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however, July 1, 1984 is preferred. Applications should be mailed to: Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

AGRICULTURAL ECONOMICS

UNIVERSITY OF MANITOBA. Department of Agricultural Economics. Applications are invited for a term position as Assistant Professor with particular emphasis on Agricultural Business Management, commencing October 1, 1983. Responsibilities include teaching, research, and public service in Agricultural Business Management; undergraduate and graduate teaching as required; development of research and public service programs individually and in cooperation with academic staff in Agricultural Economics and other disciplines. The successful applicant

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should have a Ph.D. in Agricultural Economics or Economics with thorough training in economic theory, modern quantitative methods, and agricultural business management. Some teaching and research experience as well as some knowledge of Canadian agriculture would be desirable. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Salary is negotiable, commensurate with training and experience. Enquiries and applications should be submitted to Dr. E.W. Tyrchniewicz, Head, Department of Agricultural Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for receipt of applications is October 1, 1983.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH. Animal and Poultry Science. Ruminant Nutritionist. The Department of Animal & Poultry Science, University of Guelph, is inviting applications for a tenure track appointment at the assistant professor level. Applicants must have a Ph.D. or equivalent, with training in the area of ruminant nutrition and microbiology. Background and interest in domestic animal production are highly desirable. Responsibilities will chiefly be for research (60%), undergraduate and graduate teaching (30%) and supervision of the province's feed analysis — advisory service (10%). The nominee will be expected to work at a basic level with the opportunity to co-operate with other ruminant nutritionists on forage utilization, evaluation and on factors relating to digestion and feed intake. Excellent facilities are available for research involving beef and dairy cattle. Applicants should submit curriculum vitae, transcripts, bibliography and the names and addresses of four referees by October 15,1983 to: Dr. R.R. Hacker, Chairman, Department of Animal & Poultry Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

ANIMAL SCIENCE

THE UNIVERSITY OF MANITOBA. Animal Science. Applications are invited for a full-time term appointment at the rank of Assistant/Associate Professor. Minimum qualifications: Ph.D. with specialization in ruminant production with particular emphasis on pasture utilization and management. The successful applicant will have the interest and ability to teach at the undergraduate and graduate levels and to undertake independent research compatible with departmental activities. To enable interaction with the farming community, experience with farm animals is also an important qualification. The 1983-84 salary floor for assistant professors is $25,437 and associate professors $33,068. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. G.D. Phillips, Head, Department of Animal Science, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for applications is October 15, 1983, with starting date as soon as possible thereafter.

APICULTURE

UNIVERSITY OF GUELPH. Department of Environmental Biology. A tenure-track position is available in the Department of Environmental Biology, University of Guelph, for an assistant professor to teach and carry out research in apiculture. Duties associated with the position are about equally divided between teaching (both undergraduate and graduate) and research. The research program will include development research in apicultural management and occasional extension of this information as well as more fundamental investigations in bee biology. The University of Guelph has a well-established, reputable international program in apiculture and the successful applicant will be expected to contribute to this program by occasional brief, overseas trips, largely in a management role. The appointment, contingent on the availability of funds, is available immediately. Qualifications: A Ph.D. in apiculture or closely-related field, and a demonstrated knowledge of commercial beekeeping is essential. A demonstrated research interest in the apicultural industry or in economic apiculture will also be required. The competence to teach apiculture at both the introductory and advanced levels and excellent teaching and extension ability will also be sought. Applications should include a complete résumé, academic transcripts and the names of three references and should be sent to: Dr J.B. Robinson, Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: September 30th, 1983. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

ASTRONOMY

SAINT MARY'S UNIVERSITY. Department of Astronomy. Saint Mary's University invites qualified astronomers to apply for a position as an N.S.E.R.C. University Research Fellowship in the Department of Astronomy. Candidates must show strong evidence of scientific productivity, preferably in areas related to current research programs within the Department, including the application of C.C.D. detectors to direct imaging and their use in attacking problems of galaxy evolution, and computer simulation of molecular chemistry in shocked interstellar clouds and cometary comae. Initial appointment is for three years, renewable, at the assistant professor level and includes a supporting research grant. Further information about the terms of these fellowships is provided in the N.S.E.R.C. Fellowship Guide. Canadian citizens and landed immigrants only are eligible for these awards. Applicants should submit an up-to-date curriculum vitae, a statement of their research objectives and request that assessments from at least three referees qualified to evaluate their research capabilities be sent directly to: D.H. Williamson, Dean of Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available on or about October 1, 1983, will involve basic research on the roles of lipids in biomembranes, especially physical (calorimetric and NMR) studies of lipid phase behaviour and lipid molecular dynamics and orientation, lipid-protein interactions in model and biological membranes, and lipid modulation of the activity of membrane-bound enzymes. Candidates should possess the Ph.D. degree in Biochemistry, Biophysics or a related area and at least two years of appropriate postdoctoral experience. Some expertise in the chemical synthesis of fatty acids and glycerolipids is also desirable. Salary will start at $20,400 per annum for someone with two years postdoctoral training, increasing by $1,200 for each additional year of experience. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration regulations, this ad is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. R.N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available immediately, will involve basic research on the molecular enzymology of two crystalline enzymes and/or X-ray crystallographic studies on them. Candidates should possess a Ph.D. degree in Biochemistry, X-ray Protein Crystallography or Chemistry (specializing in enzymes) and have had at least two years of post-doctoral training. Salary will start at $23,125 per annum for an individual with two years post-doctoral training, increasing by $1,200 for each additional year. The University of Alberta is an equal opportunity employer, but in accordance with Canadian government regulations, this advertisement is addressed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. N.B. Madsen, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7, (Telephone Number: 403-432-3286), by November 30, 1983.

BIOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Botany. Research Associate — Plant Biophysicist — Physiologist. Post-doctoral research associate to join a group studying changes in cell wall constituents during hormone — and acid-induced extension. The project involves the use of proton and deuterium NMR spectroscopy, X-ray diffraction analysis and enzymological techniques. A strong background in polysaccharides and plant physiology is required. The position is open immediately and is renewable. Applications will be accepted until the post is filled. Salary between $19,000 and $21,000 per year. Contact: Dr. I.E. Taylor, Department of Botany, University of B.C., Vancouver, B.C., V6T 2B1.

HUNTSMAN MARINE LABORATORY. Biology. Research Associates. The HML invites applications from Ph.D.'s with a minimum of two years of PDF experience and a strong research record who can be put forward for and obtain a 1984 NSERC 'University Research Fellowship'. Research interests in invertebrate and vertebrate physiology (biochemistry), behavior or ecology are preferable. The HML provides excellent facilities for marine and coastal biological research. The Laboratory is a consortium of eastern universities and is adjacent to a major federal research facility. The NSERC Fellow program is open only to Canadian citizens and landed immigrants to Canada. Please submit a curriculum vitae, a statement of research interests, and three letters of recommendation by September 30, 1983 to Dr. T.W. Moon, Director, Huntsman Marine Laboratory, St. Andrews, New Brunswick, E0G 2X0.

BUSINESS ADMINISTRATION & COMMERCE

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Organizational Behaviour and Personnel, (iii) Finance, (iv) Information Systems. Rank depends on qualifications and experience; preferably at the Assistant, Associate, or Professor level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1984 is preferred. Applications date closes when position is filled. Applications should be sent to: Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure track or limited-term) and sessional positions available in the following fields: (1) Accounting, (2) Administrative Studies (includes Personnel, I.R., Management, etc.), (3) Finance, (4) Management Science, (5) Marketing, (6) Business Strategy and International Business. Ph.D. (or A.B.D.) required for tenure-track positions, M.B.A. acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and M.B.A. programs. Salary and rank depend on qualifications and are competitive. Send résumé to: Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Preference will be given to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Administrative Studies. Applications are invited for faculty positions in the following areas: Accounting, Finance, Marketing, Business Policy, Industrial Relations/Personnel Management and Management. A Ph.D./D.B.A. in hand or near completion is preferred. This is an opportunity for professors who would like to work in an open interdisciplinary environment with good opportunities for professional involvement. Salary is competitive and positions can be either tenure-track or term depending upon qualifications. Appointment effective July 1, 1984, or by arrangement. Interested candidates should send c.v. to Murray R. Hutchings, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. (306) 584-4162.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (6 positions); Management Information Systems (2 positions); Finance (2 positions); Policy or Marketing (1 position); Organization Behaviour (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor $29,720 to $41,820; Associate Professor $37,420 to $53,658; Professor from $48,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send résumé to: Dr. R.E. Schneck, Acting Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta T6G 2G1, Canada. The University of Alberta is committed to the principle of equal opportunity.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send résumés to: Dr. W. John Brennan, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business Administration. Applications are invited in most areas including accounting, finance, management information systems, marketing, industrial relations, operations management, and applied economics (industrial organization and policy focus). As a minimum, applicants must be nearing completion of their Ph.D. dissertation. Other required qualifications include an interest in undergraduate teaching, a very strong research orientation, and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. The positions are open to both male and female applicants. Enquiries should include a curriculum vitae and the names of three references, and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, Vancouver, B.C., Canada V6T 1Y8.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send résumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

SIMON FRASER UNIVERSITY. Faculty of

Business Administration. The Faculty is seeking to fill six positions subject to budgetary approval. 1) M.I.S.; 2) Business Policy; 3) Accounting; 4) International Business; 5) Business Finance; 6) Organization Behavior. Rank open. The successful candidates must show evidence of strong research and teaching abilities, have appropriate skills for teaching mature students in the M.B.A. Executive Program, have Ph.D. in hand or near completion, and be prepared to actively participate in the development of the faculty. Teaching responsibilities will include graduate and undergraduate courses. Anticipated start date is September 1984. Preference will be given to those candidates eligible for employment in Canada at the time of application. Send an up-to-date curriculum vitae and the names of three referees to: Dr. D.L. McDonald, Chairman, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

DALHOUSIE UNIVERSITY. Business Administration. The School of Business Administration at Dalhousie University has positions open in Policy, Accounting, and Management of Information Systems. Candidates are expected to be strong and capable researchers in their areas of specialization. Applications are invited from candidates with Ph.D. or equivalent experience. Salary and rank will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the names of three referees and should be sent to Dr. John H. Scheibelhut, Director, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5.

QUEEN'S UNIVERSITY. School of Business. Applications are invited in the areas of Accounting, Management Information Systems, Production and International Business. However, qualified candidates in other areas will be considered also. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or near completion) and evidence of strong research potential required. Teaching will be at the B. Com., M.B.A., and Ph.D. levels. Send c.v. and names of three referees to: Prof. Wm. E. Miktas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Operations Management and Quantitative Business Analysis for the 1984-85 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Include undergraduate and/or graduate teaching. Applications will be accepted until positions are filled and are subject to budget approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

CHEMISTRY

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields: Theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules; photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry; laser photochemistry, photophysics and spectroscopy, laser induced fluorescence studies of proteins; thermodynamic and dynamic investigations of microemulsions; organometallic chemistry; organic reaction mechanisms; electron spin resonance of solid state defects and organic radicals, spin-Hamiltonian theory; chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques. Positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and names of three referees to the undersigned, from whom further particulars may be obtained. Professor D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada, Telephone 306-343-2933.

UNIVERSITY OF OTTAWA. Chemistry. Research Associateship in physical organic or organometallic chemistry. The research currently emphasizes applications in synthesis. Salary range $16,500 to $20,000 depending on experience. At least one year of post-doctoral experience is required. In accordance with Canadian Immigration requirements, only Canadian citizens and legal permanent residents need apply. Applications including a c.v. and names of three referees should be sent to Professor R.R. Fraser, Department of Chemistry, University of Ottawa, Ottawa, Ontario, K1N 9B4.

UNIVERSITY OF ALBERTA. Department of Chemistry. Applications are invited for a tenure-track position as an assistant professor of Analytical Chemistry starting July 1, 1984. Candidates must have a Ph.D. in analytical chemistry and post-doctoral experience is advantageous. The research area is open, but it must complement those of the present analytical faculty. Salary range: Assistant professor $29,720 to $41,820. Applications consisting of a curriculum vitae, a list of publications, and names and addresses of three referees should be sent to Dallas L. Rabenstein, Analytical Division, Department of Chemistry, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G2, before October 1, 1983. The University of Alberta is an equal opportunity employer but, in accordance with the Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. Applications are invited for a tenure-track position in Analytical Chemistry at the Assistant Professor rank. Candidates must have a doctoral degree in Analytical Chemistry. Teaching and or post doctoral research experience is preferred. The successful candidate will be expected to teach at both undergraduate and graduate levels, to develop new courses and to establish and maintain a research program in analytical chemistry. Salary commensurate with experience. The position is available July 1, 1983. Applicants should send a curriculum vitae, the names of three referees and an outline of proposed research to: D.R. Grant, Head, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics & Optimization. Applications are being accepted for the position of Assistant or Associate Professor in the area of Continuous or Discrete Optimization, starting January 1, 1984. A Ph.D. degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The successful candidate will be encouraged to become involved in such applications through research contracts. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send résumés and the names of three references to Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds.

COMPUTER SCIENCE

CONCORDIA UNIVERSITY. Computer Science. Applications are invited for tenure track and visiting positions at all levels in all areas of computer science. Applicants should have a Ph.D. in computer science or a related field. The department currently has 23 full-time professors; it offers both undergraduate and graduate programmes and has an enrolment of over 1,000 students. The language of instruction is English. Salaries are competitive. Apply giving résumé and the names of at least three references to: Dr. C.Y. Suen, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Computer Science. A unique interdisciplinary degree including the areas of Computer Science and Business Administration has recently been instituted at Saint Mary's University. As a result, we are seeking an individual with a Computer Science background who wishes to be actively involved in the organization, development, and promotion of this new program. Our ideal candidate would possess a doctoral degree in Computer Science with both a theoretical and applied orientation. However, we will consider others who may not have a doctoral degree in this discipline, but who do have a program related doctoral degree with a strong Computer Science orientation. The duties of the successful applicant will include teaching at the graduate and/or undergraduate level, research, and advanced level course development. This is a regular probationary appointment (tenure track) beginning 1 September 1984. Both salary and rank are open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names and addresses of at least three references to: D.H. Williamson, Dean of Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

CROP SCIENCE

UNIVERSITY OF SASKATCHEWAN. Crop Science and Plant Ecology. Crops — Extension. The Department of Crop Science and Plant Ecology is seeking applicants for a tenure-track position in crop production extension. The successful candidate will be responsible for coordinating and conducting the extension program of the Department. Some teaching and research in the candidate's area of expertise will also be expected. Applicants should have a Ph.D. in Crop Science or M.Sc. with experience in extension. Good communications, organizational and inter personal relations, skills are essential. Inquiries and applications together with curriculum vitae and 3 references should be sent to: Dr. B.L. Harvey, Head, Dept. of Crop Science and Plant Ecology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time academic position in the Division of Fixed Prosthodontics. Candidates must have graduate education in Fixed and Removable Prosthodontics and teaching experience. Rank and salary are commensurate with education and experience of an Assistant Professor ($29,720-41,820), or Associate Professor ($37,420-53,658). Applicants should be eligible for licensure in the Province. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. All inquiries should be forwarded by November 30, 1983 to: Dr. K.W. Hinkelman, Chairman, Department of Restorative Dentistry, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8. (403) 432-5849.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Effective July 1, 1984 a vacancy for a full-time faculty member will exist in the Department of Diagnostic and Surgical Sciences, College of Dentistry, University of Saskatchewan. A suitable candidate could be considered for Head of the Department which includes Diagnosis, Radiology, Oral Medicine, Oral Pathology, Oral Surgery and Periodontics. Applicants should have postgraduate training in, or related to, Diagnosis and Oral Radiology, with a major emphasis on Oral Radiology, and should be eligible for licensure with the College of Dental Surgeons of Saskatchewan. Responsibilities include undergraduate teaching related to Oral Radiology, diagnosis and treatment planning and supervision of related clinical and service activities. Research facilities are available and the adjacent University Hospital Dental Residency Program may provide useful resources. Maxillofacial radiology equipment presently installed in the department includes intra-oral, cephalometric, panoramic and tomographic units. Consulting and practice privileges to a maximum of two half days per week are permitted, either on or off base. An Intramural Practice Unit is provided for faculty who wish to utilize on-base facilities. Salary and rank commensurate with qualifications and experience. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

DRAMATIC ARTS

UNIVERSITY OF LETHBRIDGE. Dramatic Arts. The Faculty of Arts and Science, Department of Dramatic Arts requires an Assistant Professor. Title: One position to teach undergraduate courses in design with emphasis on costume design and manufacture. Qualifications: M.F.A. degree or equivalent; professional theatre experience and university teaching experience preferred. Responsibilities: In addition to the course load, the successful candidate will work closely with faculty and students in support of emerging production program. Salary: Assistant Professor Minimum (1983/84): $28,319. Applications: Applications should include a curriculum vitae, a statement of the candidate's philosophy of teaching, and the names of three references sent to: David G.P. Spinks, Chairman, Department of Dramatic Arts, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Effective Date: Tenure-track appointment, beginning January 1, 1984. Closing Date: October 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

UNIVERSITY OF VICTORIA. Economics. Position for a Regular Full-Time Assistant Professor, Department of Economics, University of Victoria. Applications are invited to fill a regular full-time Assistant Professor position effective July 1, 1984. Candidates should hold a Ph.D. in Economics and specialization in Econometrics and/or Mathematical Economics. Canadian Immigration regulations now require the University to consider applications from Canadian citizens and permenent residents of Canada before proceeding with applications from other persons. Please send applications to: Dr. K.L. Avio, Chair, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date for applications is November 30, 1983.

CARLETON UNIVERSITY. Department of Economics. Applications are invited for one tenure track position for academic year 1983-84 or 1984-85 at the rank of Lecturer or Assistant Professor. Position is subject to budgetary considerations. Subject areas in order of priority are international trade, public finance, theory and econometrics. Applications including curriculum vitae and names of three referees should be made to Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. Completed or near-completed Ph.D. required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Assistant Professor. Serious consideration will be given

to applicants with a Ph.D.* (or expected in 1984) who are expected to establish themselves as good teachers. Field of specialization, within Economics, is not of decisive importance. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions. Any candidate who has not completed his or her Ph.D.* at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, some research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is November 14, 1983. *Or equivalent qualification.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Instructor. Work towards Ph.D.* desirable, but MA's* considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the Ph.D.* is eligible for appointment at the rank of Assistant Professor. The limited term nature of the position will not be changed by appointment at a rank other than Instructor. Duties include teaching various undergraduate courses in economics including Principles of Economics. Salary floor $16,000. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is February 14, 1984. An Equal Opportunity Employer. *Or equivalent qualification.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Assistant, Associate or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D.* (or expected in 1984) who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance and outstanding candidates in any area will be considered seriously. Candidates for senior positions must be scholars of international reputation, and good teachers. At this level preference will be given to applicants whose fields of interest include Economic Theory and Mathematical Economics. These positions are open to both men and women, and the Associate or Full Professor position in Economic Theory is open to applicants of all nationalities. In the case of all other positions, and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are tenure track positions. Appointments at the rank of Associate and Full Professor may be made with tenure from the outset. Any candidate who has not completed his or her Ph.D.* at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, research supervision, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is November 14, 1983. An Equal Opportunity Employer. *Or equivalent qualification.

UNIVERSITY OF GUELPH. Department of Economics. Tenure track (Assistant Professor) and Visitorship (rank open) for 1984-85. Fields of specialization open for tenure track position. Applicants should send a curriculum vitae and three letters of reference by December 10, 1983 to: Prof. D.A.L. Auld, Chairman, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Positions are subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for one or more appointments in ranks commensurate with candidates qualifications. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: International Economics, Labor Economics, Monetary Theory and Institutions. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to Dr. K.M. Bennett, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment, July 1, 1984. Closing date for receipt of applications, December 31, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Regional Economics. The Economics Department is seeking to fill a full-time probationary position (tenure-track) beginning July 1, 1984. The candidate will be expected to: 1) perform research; 2) supervise masters students 3) teach undergraduate and graduate courses primarily in regional economics. Candidates should have received the Ph.D. or be in residence in a doctoral programme close to the completion of the degree. Appointment will be made at the Assistant Professor level. Applications including a c.v. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service 45555, Fredericton, N.B., E3B 6E5, not later than Oct. 31, 1983. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

UNIVERSITY OF SASKATCHEWAN. College of Education. The College of Education invites applications for a full time position in Language Arts Education (Elementary School — K to 6) in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; successful teaching experience in the Elementary School especially grade levels K to 6. Special consideration will be given to candidates who have training and experience in oral and written language and language development, children's literature and creative dramatics. Responsibilities: 1) Teach undergraduate and graduate courses in the Language Arts (Methods classes, Children's Literature, Creative Dramatics); supervise interns and student teachers; and participate in in-service workshops within the province. 2) Advise graduate students in the Language Arts. 3) Encourage and conduct research. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1984. Deadline: When position is filled. Apply to: Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

McGILL UNIVERSITY. Education. The Faculty of Education, McGill University, is considering plans for its fourth one-month summer school combining a program for gifted children and teacher training. In order to proceed with planning while decisions are being made, applications are being sought for a Director of the summer school, whose appointment would be at a Visiting Faculty rank. The Director must be expert in gifted education particularly regarding suitable curricular models around which the school is organized (e.g. Bloom, Renzulli, Williams, Taylor, Meeker, Creative Problem Solving), experienced in staff selection and in general school and summer school administration for gifted children and their teachers, experienced in teaching university-level courses on giftedness, and qualified to instruct students at the graduate level. Also sought are about twelve visiting Lecturers who would combine demonstration teaching with classroom responsibilities and the supervision of student teaching. These appointees must be educators experienced in specific curricular models in teaching the gifted, in supervising teachers, and in teaching gifted children in recognized programs. To ensure the quality of the summer program, we reserve the option of limiting these appointments to personnel whose work may be observed by us or an assessor selected by the summer school. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Send résumé to Prof. Bruce M. Shore, Education, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2.

ENGINEERING

ROYAL MILITARY COLLEGE OF CANADA. Electrical Engineering. Applications are invited for a post of Assistant Professor. A Ph.D. is preferred, however the post may be filled at the level of lecturer by a candidate who has not finished his doctoral studies. The duties consist of teaching at the bachelor and masters level and research. Applicants should have specialized in computers, microcomputers, and their application. The salary scale is $26,200 to $38,000. Send applications accompanied by a curriculum vitae to Dr. J.O. Wilson, Head, Department of Electrical Engineering, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. The position is now available and we hope to fill it as soon as possible.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for a tenure-track faculty position in the field of Construction Planning, Construction Management, Building Construction and Engineering Materials. The successful applicant will be expected to teach undergraduate and graduate courses, and to develop research programs. It is desirable that the candidate, in addition to possessing the necessary academic qualifications, has applicable experience in the construction industry. Salary and rank are dependent upon the qualifications and experience. The appointment is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a résumé and names of three references, should be sent to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for two Visiting Professor positions for period up to 12 months, one in Water Resources (Lake and Watershed Studies) and the other in Structural Engineering (Timber Structures). A doctorate degree or equivalent and research or industrial experience in the respective areas of specialization are required. Duties will include active participation in the research programs. The appointment date is expected to be September, 1983 or soon thereafter. The positions are subject to budgetary approval. Applications, including curriculum vitae and names of three references, should be addressed to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

UNIVERSITY OF MANITOBA. Industrial Engineering. A tenure track faculty position at the rank of assistant, associate or full professor is available commencing January 1, 1984 or by arrangement, with the Industrial Engineering Group, Department of Mechanical Engineering, University of Manitoba. A Ph.D. or equivalent is necessary, with research or industrial experience in manufacturing, robotics, methods engineering or production control. A knowledge of computer applications for these areas is desirable. Duties are teaching undergraduate and graduate courses in industrial engineering and to initiate and conduct research in the applicant's area of interest. Interaction with local industry is also expected. Salary will be commensurate with rank and qualifications. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send application with résumé and at least two letters of reference to: Dr. J.R. Cahoon, Professor and Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF MANITOBA. Mechanical Engineering. A tenure track faculty position at the rank of Assistant or Associate Professor is available, commencing January 1, 1984, or by arrangement, in the Applied Mechanics Division, Department of Mechanical Engineering, University of Manitoba. Applicants should have a Ph.D. or equivalent in Mechanical Engineering or Engineering Mechanics as well as a good working knowledge of the finite element method as applied to design. Duties will include undergraduate and graduate teaching and research in Applied Mechanics as well as participation in the development of computer-aided design (CAD) in the department. Salary will be commensurate with rank and qualifications. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Forward application and résumé with the names of at least two referees to: Dr. J.R. Cahoon, Professor and Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CONCORDIA UNIVERSITY. Department of Mechanical Engineering. Applications are invited for visiting faculty, post-doctoral, and research associate positions in one of the following areas: 1) Industrial Controls, Automation and Robotics; 2) Mechanical Systems, Computer-Aided Design and Manufacturing and Materials Engineering; 3) Thermal-Fluid Power and Energy Conversion. Duties will include supporting existing research projects in the above areas as well as some involvement in teaching undergraduate and graduate courses. Doctoral or masters degree with proven research capability is required. Apply with detailed curriculum vitae including list of publications and names of referees to: Dr. T.S. Sankar, Chairman, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Room H929, Montreal, Quebec, H3G 1M8.

McGILL UNIVERSITY. Department of Mechanical Engineering. Faculty Position. Applications are invited for a tenure-track appointment in the area of applied thermodynamics and energy conversion, at the Associate or Assistant Professor level. Applicants should have a Ph.D. and have research experience in the general area of Thermal Engineering, Combustion, Energy Conversion, or Thermalhydraulics; industrial experience would be considered an asset. Teaching responsibilities will cover undergraduate and graduate courses in the above-mentioned areas. (Teaching is entirely in English). On the research side, the successful applicant is expected to initiate independent research, as well as to interact with faculty members with similer research interests and activities. Salary will be commensurate with qualifications. A detailed curriculum vitae, a statement of research interests and teaching experience, and the names of three referees should be sent to: Prof. Michael P. Paidoussis, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, Qué., H3A 2K6.

McGILL UNIVERSITY. Department of Mechanical Engineering. Faculty Position. Applications are invited for a tenure-track appointment in the area of automatic control, at the Associate or Assistant Professor level. Applicants should have a Ph.D. and have experience or an interest in specializing in CAD/CAM and Robotics. Teaching responsibilities will cover undergraduate and graduate level courses in Control, Automation and CAD/CAM. (Teaching is entirely in English). There exists within the Faculty strong research teams in Robotics/Microprocessors (Mechanical Engineering) with which the successful applicant could interact at the research level. Salary will be commensurate with qualifications. A detailed curriculum vitae, a statement of research interests and teaching experience, and the names of three referees should be sent to: Prof. Michael P. Paidoussis, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, Qué., H3A 2K6.

UNIVERSITY OF BRITISH COLUMBIA. Electrical Engineering. The Department of Electrical Engineering of the University of British Columbia invites applications for positions at the Assistant and possibly Associate Professor level in the following

areas: Digital Systems and Related Areas; Integrated Electronics, Including Microwave Integrated Circuits; Computer Applications to Industrial Processes. Qualifications include a Ph.D. and strong commitment to teaching and research. Industrial experience would also be an asset. In accordance with the Canadian Immigration requirements, this is directed, in the first instance, to Canadian citizens and permanent residents. Please address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF NEW BRUNSWICK. Surveying Engineering. Research Assistant in Geodesy. Applications are invited for this position in the Department of Surveying Engineering of the University of New Brunswick on the Fredericton Campus. The successful applicant will conduct research in the following areas: (A) Satellite and terrestrial techniques for positioning and navigation (including satellite orbit dynamics and radiowave propagation), and (B) solid earth, ocean and atomospheric dynamics. A postgraduate degree, preferably a doctorate, in Geodesy, is required. Experience in minicomputer and microcomputer software development would be an asset. This is a term appointment for at least 24 months, subject to the availability of funds. The successful applicant would be expected to start work as soon as possible. The salary for this position is in a range of $952.08-$1,237.72 biweekly (approximately $24,822-$32,269 per annum). Applications including curriculum vitae, bibliography and the names of three referees should be sent by 20 October, 1983 to: Personnel Services, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. (506) 453-4648. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for a tenure-track faculty position in the field of Transportation Engineering. The successful applicant will be expected to teach undergraduate courses in transportation systems and pavement design, and to develop graduate courses and research in his area of expertise. Salary and rank are dependent upon qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a résumé and names of three referees, should be sent to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

ENGINEERING — MINERAL

UNIVERSITY OF TORONTO. Department of Metallurgy and Materials Science. A tenure track position at the Assistant Professorship level is available for teaching and research in mineral processing. Applicents should have a Ph.D. with research experience in ore milling and/or mineral separation methods. Salary commensurate with qualifications. Vacancy effective July 1, 1984. Applicants should send a c.v. and the names of 3 referees to: Professor W.A. Miller, Department of Metallurgy and Materials Science, University of Toronto, Toronto, Ontario, M5S 1A4. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

FAMILY STUDIES

UNIVERSITY OF GUELPH. Department of Family Studies. Assistant Professor, tenure track. Doctoral degree in e social science, approved supervision credentials in marital and family therapy and some social work or family therapy experience are required qualifications. Undergraduate teaching will include supervision of an undergraduate field-placement course; graduate teaching in the field of marital and family therapy, and possibly, human sexuality. Candidates should have an interest in working within a multidisciplinary environment. Salary will be related to qualifications and experience. Applications, including c.v. and names of three referees should be addressed to Dr. J.E. Miles, Acting Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence January 1, 1984 or later. Position is open until filled and subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FEMINIST STUDIES

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Feminist Studies. Joint appointment in the Departments of History and Philosophy of Education and Sociology in Education, for a Social Historian to teach courses and supervise thesis research in Feminist Studies in Relation to Education and Schooling, and in the History of Women and Education. The ability to teach courses in Historiography and/or Feminist Theory in Sociology would also be desirable. A record of productive scholarship and qualifications for teaching at the graduate level are essential. This would be a tenure-track appointment at the Associate or Full Professor level. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of at least three referees should be sent to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Deadline for applications is November 30, 1983. Appointment effective July 1, 1984.

FRENCH

UNIVERSITY OF TORONTO. Department of French. Mellon Appointment. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. (1982/83 range $24,473-41,340 — to be adjusted July 1/83). Qualifications: Ph.D. or equivalent in French and theoretical linguistics. The candidates should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Nature of Duties: Candidate will be expected to teach linguistics at the undergraduate and, eventually, graduate levels, and undergraduate language practice courses. Send curriculum vitae, the names and addresses of three referees to Professor Catherine Grisé, Acting Chairman, Department of French, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Closing date for applications 31 December 1983. Effective date of appointment July 1, 1984. Note: In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Department of French. Possible tenure-stream position: Assistant Professor of French with a specialization in Second Language Acquisition/Teaching. Native or near native fluency in French, Ph.D. required. Responsibilities will include teaching first and second year language classes and teaching and research in the area of French methods/Second Language Acquisition. Position available July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Affirmative Action Employer. Applicants should send a detailed curriculum vitae and arrange for three people to send references to: Dr. Terrance Gordon, Chairman, Department of French, Dalhousie University, Halifax, N.S., B3H 4H6. Phone: (902) 424-2430.

GEOLOGY

McGILL UNIVERSITY. Department of Geological Sciences. Faculty Position in Mineral Exploration. An academic appointment for the 1983-84 academic session is available in the Department of Geological Sciences at McGill University. The successful applicant will teach a 2-term course in Mineral Exploration to graduate students and a 1-term course in Structural Geology to Mining undergraduate students. The appointment will be from September 1983 to April 1984. Salary will depend on the qualifications of the successful applicant. Experience in the exploration industry will be an asset. Ph.D. degree required. According to Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If no suitable Canadian is available, this position may be offered to citizens of other countries. Applicants should send a c.v. and ask two referees to write to: C.W. Stearn, Chairman, Department of Geological Sciences, McGill University, 3450 University St., Montreal, Que., H3A 2A7.

McGILL UNIVERSITY. Geological Sciences. Wanted: Research Associate in Crystallography, to take full charge of x-ray diffraction laboratory for 2 yrs (1983-85). Salary: $25,000. Required: Doctorate in mineralogy-crystallography; working knowledge of English and French; wide research experience, at least 15 years in University and 5 in industry; to have solved some 50 structures and written a dozen computer programs; to be familiar with all photographic and diffractometric techniques, 2-circle goniometry and crystal drawing. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to Prof. G. Donnay, Geological Sciences, McGill University, 3450 University St., Montreal, P.O., H3A 2A7.

UNIVERSITY OF SASKATCHEWAN. Geology. Geophysicist. Subject to final budgetary approval, the Department of Geological Sciences will have a new tenurable position in geophysics available July 1, 1984. Applicants should hold, or be about to receive, the Ph.D. or equivalent degree. They will be expected to teach undergraduate and graduate courses in geophysics and to build and maintain a vigorous research program. Excellent research opportunities exist in crustal and exploration seismology and in all fields of mining geophysics. The department, to occupy a new building in 1985, already has well-equipped geophysical and data-processing facilities. Applicants should send a letter outlining their teaching and research goals, accompanied by a full curriculum vitae including the names of at least three referees to, Dr. W.G.E. Caldwell, Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF ALBERTA. Department of Geology. Applications are invited for two tenure-track positions beginning July 1, 1984. One of the positions can be at the Associate Professor level, the other is at Assistant Professor rank. Candidates are expected to carry out vigorous research programs, supervise M.Sc. and Ph.D. students and to teach undergraduate and graduate courses in his or her speciality. A Ph.D. is required. Current 12-month salary scale: Assistant Professor $29,720-$41,820; Associate Professor $37,420-$53,658. **Stratigraphy:** Preference will be given to applicants who have demonstrated skill in developing new approaches to stratigraphy. Applicants should be willing to develop interactive programs with the petroleum industry or government organizations. **AND ONE OF THE FOLLOWING: Low Temperature Geochemistry:** Preference will be given to applicants with a strong theoretical background in the chemical modelling of aqueous systems and an interest in the application of these techniques to geological problems. **Metamorphic Petrology:** Preference will be given to applicants with a strong theoretical background whose research interests are compatible with existing research deposits and geochemistry. **Structural Geology:** Preference will be given to applicants who specialize in the structure of metamorphic rocks, with an interest in regional analysis and geotectonics. Interested applicants should submit a résumé, publications, proposed research, and names and addresses of three referees to Dr. N.W. Rutter, Chairman, Department of Geology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Closing date for applications is January 15, 1984. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BRANDON UNIVERSITY. Department of Geology. Applications are invited for a three-year term appointment in the Department of Geology. This appointment can lead to a permanent position. Lecturer or Assistant Professor. Ph.D. in Geology with strong academic preparation in the fields of Paleontology and Stratigraphy. Normal teaching load — 3 hall courses both terms. Salary depending on qualifications and experience. Current floor for Assistant Professor is $25,900. Application, with curriculum vitae and three letters of reference should be sent to: Dr. C.C. Bristol, Department of Geology, Brandon University, Brandon, Manitoba, R7A 6A9. Date of appointment January 1st, 1984. Closing date December 1st, 1983 or until position filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

LAND RESOURCE SCIENCE

UNIVERSITY OF GUELPH. Land Resource Science. Post-doctoral Research Associate in Land Resource Science. Available September 1, 1983 for two years, to study processes influencing the transport of radionuclides through organic soil deposits. Experience in soil chemistry, hydrology and peat ecosystems is desirable. Send résumé and three references by September 30, 1983 to: Dr. B.D. Kay, Chairman, Land Resource Science, University of Guelph, Guelph, Ontario, N1G 2W1.

LAW

CARLETON UNIVERSITY. Department of Law. Subject to budgetary approval. Candidates must have completed graduate legal studies or equivalent. Possible tenure track. Subject areas in order of priority are legal process, criminal law, tax law and policy, and family law. Send application, including curriculum vitae and names of three references, to R.L. Campbell, Chairman, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Effective date of appointment: July 1, 1984 or possibly January 1, 1984, depending on availability of candidate. Closing date of application: October 1, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Faculty of Law. Applications are invited for full-time teaching positions in the Common Law Section from July 1, 1984, subject to budget approval by the University. No particular area of law is preferred. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean A.W.R. Carrothers, Faculty of Law (Common Law Section), University of Ottawa, Ottawa, Ontario, K1N 6N5. Applications are particularly invited from persons competent to offer Common Law instruction in the French language.

UNIVERSITE D'OTTAWA. Faculté de droit. Postes d'enseignement à temps plein dans la Section de 'Common Law', 1er juillet 1984, sous réserve d'approbation budgétaire. Aucune spécialisation en droit n'est privilégiée. Le salaire et le statut professoral à déterminer selon la compétence et l'expérience. Conformément aux exigences du Ministère d'Emploi et Immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Soumettre votre demande à: Monsieur A.W.R. Carrothers, doyen, Faculté de droit, Section de 'Common Law', Université d'Ottawa, Ottawa, (Ontario), K1N 6N5. Nous sollicitons plus particulièrement la candidature de juristes compétents en langue française pour enseigner la 'Common Law' dans cette langue.

MANAGEMENT/FINANCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position

in the Department of Finence and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in quantitative/management science. The rank of the position is open and salary is competitive. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents ot Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halitax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Menegement Science. Applications are invited for a taculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following areas: (1) information systems, (2) computer science, and (3) data processing. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department ot Finance and Management Science. Applications are invited for a taculty position in the Department of Finance and Management Science beginning Seotember 1, 1984. Applicants should have a Ph.D. (or be near completion). The successtul candidate will teach graduate and undergraduate tinance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian cltizens and permanent residents ot Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Mengement. Applications are invited for two teaching positions in the Department of Management. Rank is open. Salary is competitive. Duties include the teaching ot Policy/Social Issues, Organizational Behavior/Drganizational Theory, or Personnel/Industrial Relations. The effective date of the appointments is September 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should be directed to Dr. Shripad Pendse, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MARKETING

CDNCDRDIA UNIVERSITY. Department ot Marketing. Applications are invited for full-time tenure-track positions at the assistant, associate or full professor levels. Candidates should have a Ph.D. in Marketing or be close to completion. Starting salary for assistant professor with Ph.D. and experience is $35,000. Canadian citizens and permanent residents given preference. Please send your C.V. to Dr. Peter W. Pasold, Chairman, Department of Marketing, Faculty ot Commerce & Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.O., H3G 1M8.

MATHEMATICS

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a tenure-track position in Statistics effective July 1, 1984. Duties include teaching and research. Ph.D. in Statistics or related field is required. Canadian regulations require that tirst consideration be given to those legally eligible to work in Canada. Send résumé and names ot three referees to: Dr. M.A. Taylor, Head, Department ot Mathematics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

UNIVERSITY DF ALBERTA. Department of Methemetics. Applicetions are invited for one tenure-track position at the Assistant Professor level starting July 1, 1984. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Applications in Applied Mathematics are preferred, but outstanding applicants in any area will be seriously considered. Starting salary approximately $31,000 per annum. Send vitae and arrange for three letters ot reference to be sent to: J.W. Macki, Chairman, Department ot Mathematics, University ot Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is December 1, 1983.

MEDICINE

UNIVERSITE DE SHERBRDDKE. Faculté de médecine. Faculty position: Director, Clinical Biochemistry Laboratory. Faculty position in the Department of Biochemistry is available at the level of assistant or associate professor. The applicant should have a M.D. degree with speciality in clinical biochemistry. Proticiency in the French language is essential. Duties could include direction of the clinical biochemistry laboratory. It is expected that the candidate will carry on active involvement in teaching and research. Applicants must provide curriculum vitae, summary of research interests and three letters of reference no later than Dctober 31st, 1983. Applications should be sent to Dr. J.-G. Lehoux, directeur, Département de Biochimie, Faculté de Médecine, Université de Sherbrooke, Sherbrooke, Duébec, Canada, J1H 5N4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

HENDERSDN GENERAL HDSPITAL. Pathology. Anatomic Pathologist. Henderson General Hospital, Hamilton, Ontario, has an immediate opening for a permanent staff position in Anatomic Pathology. Responsibilities include service work in autopsy and surgical pathology and in cytology, and undergraduate and postgraduate education. The successtul applicant will have the opportunity for clinical and/or academic research and will be expected to have or to develop special expertise in advanced techniques or specitic diagnostic areas. Preference may be given to candidates with experience or interest in gynecologic pathology. Salary is negotiable, according to experience. The successtul candidate will be awarded appropriate academic rank in the Department of Pathology, McMaster University. Only candidates with Canadian specialist qualifications will be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, with curriculum vitae and names of three reterees, should be submitted to: Dr. J.H. Thornley, Chief, Department of Laboratory Medicine, Henderson General Hospital, Hamilton, Ontario, L8V 1C3.

McGILL UNIVERSITY. Anatomy. 1. Anatomist/Embryologist for a tenure track position at the assistant, associate or professor level. 2. Ability to teach anatomy, embryology to medical students, as well as courses in the individual's own research tield. Proven research background in experimental embryology, hemopoiesis, immunology or cell biology strong research program. 3. Salary will depend on professorial level considered (negotiable). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian cltizens and permanent residents. 4. Chairman, Yves Clermont, Department ot Anatomy, McGill University, 3640 University Street, Montreal, Duebec, H3A 2B2.

UNIVERSITY DF ALBERTA. Pethology. Postdoctoral Fellow/Research Associate. A position sponsored by the Alberta Heritage Foundation tor Medical Research is available in clinical biochemistry to study human alkaline phosphatases. Candidates should possess a Ph.D. degree and have an interest in enzymology. Salary commensurate with experience, beginning at $19,600. Send curriculum vitae and three letters of reference to Dr. R.A. Stinson, Rm. B-117, Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY DF BRITISH CDLUMBIA. Faculty of Medicine. Community Geriatrics. The University of British Columbia Department of Family Practice will have a full time academic position available July 1, 1984, tor a physician with special training, interest and expertise in all levels and areas of care tor the aged. This is an endowed position as Director of the Division of Community Gerietrics. Rank and salary depend upon qualitications and experience. Interested applicants please write to obtain a job description from: Dr. Peter Grantham, Head, Department ot Family Practice, Faculty of Medicine, University of British Columbia, Room 145, Mather Building, 5804 Fairview Avenue, Vancouver, British Columbia, V6T 1W5.

THE DNTARID CANCER FDUNDATION. London Clinic. A position is available for an academic Medical Dncologist in the OCTRF London Clinic to complement the existing statf of Medical, Radiation Oncologists and Research Scientists in this regional cancer treatment centre. The successful appointee is likely to be comprehensively trained in Clinical Oncology with a demonstrated basic research background in some aspect ot biology related to cancer medicine. Additionally, this post requires that the successtul candidate have experience in the organization of multicentre clinical trials and would by preference have particular expertise in the initiation, data management and regulation of early clinical studies in cancer chemotherapy (Phase I, Phase II). Additional experience in some area of the preclinical evaluation of new agents would be an advantage. A position of appropriate rank within the Department ot Radiation Oncology, Faculty ot Medicine, University of Western Dntario will be sought for the successtul candidate. Remuneration and fringe benefits will be within the current ranges ot the Dntario Cancer Foundation and subject to negotiation. Interested and qualified applicants should send a curriculum vitae with details of previous training and research experience nominating three current referees, to: H. Bush, Ph.D., M.B., F.R.C.P. (Lond), F.R.C.P.(C), Director, OCTRF London Clinic, 391 South Street, London, Ontario, N6A 4G5. In conformity with Canadian federal immigration regulations, preference will be given to citizens and permanent residents of Canada.

THE DNTARID CANCER FOUNDATION. London Clinic. The Ontario Cancer Foundation, London Clinic is seeking a career scientist to join a multidisciplinary group being formed to conduct basic research on the genetic and cellular changes occuring during tumor progression. Applicants should have a background in in vitro and in vivo experimental models ot carcinogenesis and early steps in tumor progression. Appointment to an appropriate academic department in the University of Western Ontario will be sought. Applications, including curriculum vitae, statement of research objectives and names ot three referees should be sent to: Dr. H. Bush, Director, The Dntario Cancer Foundation London Clinic, 391 South Street, London, Dntario, Canada, N6A 4G5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents ot Canada.

UNIVERSITY DF ALBERTA. Department of Pathology. The University of Alberta, Department of Pathology invites applications for a position as Research Scholar at Assistant/Associate Protessor ($27,720 - 39,820; $35,420 - 51,658) rank. The successful candidate must have M.D. and/or Ph.D. degree(s). Preference will be given to investigators who have training in the area of clinical biochemistry and who have demonstrated outstanding potential for an independent research career. This position will be long-term and will be tunded through an external agency but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis ot excellence. Candidates should forward their curriculum vitae, outlines of their research interests and names of three references to Dr. T.K. Shnitka, Chairman, Department of Pathology, The University of Alberta, Edmonton, Alberta, T6G 2H7. Closing Date: December 1, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY DF ALBERTA. Clinicel Hematology. Full-time position in the Division of Hematology, University ot Alberta. The successtul candidate will be expected to develop and carry on an independent laboratory research program in association with clinical academic duties. Candidates with interest in immunology ot hematologic malignancies or coagulation will be favored. Opportunities will be available to participate in educational activities ot the division in the practice of general clinical hematology. Appointments will be at rank commensurate with qualifications ot assistant professor to professor. Current salary ranges: Assistant $29,720 - 41,820; Associate $37,420 - 53,658; Full $48,010 - up. Candidates will also have rights to private practice up to a ceiling. Applicants are expected to hold an F.R.C.P.(C) with a subspecialty in hematology. Applications accepted until December 1, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. If no suitable qualified Canadian is available, this position may be offered to citizens of other countries. Direct applications to: Dr. Neil MacDonald, Acting Director, Division ot Hematology, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6G 1Z2.

UNIVERSITY DF ALBERTA. Faculty of Medicine. Assistant Professor/Assistant Director ICU, Division of Critical Care Medicine. Salary Range: $29,720 - 41,820 plus a portion of clinical earnings. Qualifications: Candidates must have Specialty Certification in one of the established specialties of the Royal College of Physicians and Surgeons of Canada, and, in addition, must have a minimum of one year ot training in Critical Care Medicine in a recognized training program. The University ot Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Dr. E.G. King, Department of Medicine, Room 6-106 Clinical Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2H1. Deadline for Application: September 30th, 1983.

UNIVERSITY DF TDRONTD. Faculty ot Medicine, Speech Pathology. Associate Professor. Ph.D. with proven teaching and research capabilities. A strong background in disorders of children's language. Direct and comprehensive clinical experience in this area expected. Participation in a graduate program in speech pathology with teaching and research responsibilities. Responsibility for co-ordination of clinical teaching. Excellent opportunity for collaboration with child psychiatry and medical departments. Salary commensurate with qualitications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Date of appointment: January 1, 1984. Write to Professor M.L. Stoichett, Acting Chairman, Graduate Department ot Speech Pathology, 88 College Street, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5G 1L4.

MICROBIOLOGY/ IMMUNOLOGY

QUEEN'S UNIVERSITY. Department of Microbiology end Immunology. Applications are invited for a position of Assistant Professor to begin on or before July 1, 1984. We seek individuals with a research in virology, preterably DNA viruses and experience in recombinant DNA technology. A Ph.D. or M.D. degree with at least two years of post-doctoral research experience is required. In accordance with Canadian Immigration requirements, priority would be given to Canadian citizens and permanent residents ot Canada. Applicants should submit curriculum vitae end names of three referees to: Dr. R.B. Stewart, Department of Microblogy and Immunology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Microbiology/Immunology. Applicetions are invited tor a full-time position es e Research Fellow in Microbiology-Immunology. Studies on surtece com-

ponents of oral bacteria that react with human secretory glycoproteins. Surface components of bacteria will be extracted and analyzed using biochemical and immunochemical techniques. Interaction between isolated bacterial components and human secretory glycoproteins will be examined. Successful candidates must have a Ph.D., D.D.S., M.D., or D.V.M. degree, and in addition must have experience using standard microbiological and immunological techniques. The position is dependent upon successful application for competitive awards by an external granting agency, renewable annually for up to 5 years. The research studies can be used towards obtaining a Ph.D. Salaries are $19,600 per annum plus $1,200 for each year of academic experience. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward their curriculum vitae, and names of three references to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, T6G 2N8. The closing date for application is November 30, 1983.

UNIVERSITY OF GUELPH. Department of Microbiology. Applications are invited for a probationary (tenure-track) appointment as Assistant Professor. Applicants should have extensive training in general microbiology, a Ph.D. degree, preferably post-doctoral experience, and excellent potential both in research and teaching. Applicants should have research interests in one of fermentology, ultrastructure, immunochemistry and hybridoma technology, or fish pathogens. In addition to the ability to teach introductory level courses in microbiology, competence in teaching Aquatic Microbiology, Bacterial Physiology, and/or Microfungi would be an asset. Salary would be commensurate with experience. The starting date is negotiable. A complete curriculum vitae, plus the names of three references, should be sent by November 1, 1983 to Dr. K.F. Gregory, Chairman, Department of Microbiology, College of Biological Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MIDDLE EAST AND ISLAMIC STUDIES

UNIVERSITY OF TORONTO. Department of Middle East and Islamic Studies. Mellon Appointment. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. (1982/83 range $24,473 - 41,340 — to be adjusted July 1/83). Qualifications: Ph.D. preferably with teaching experience. Specialist in Persian language, literature and cultural history. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Nature of duties: Undergraduate courses in Persian language and literature, and eventually, graduate seminars in Persian literature and cultural history. Send application including curriculum vitae, the names and addresses of three referees to Professor J.R. Blackburn, Chairman, Department of Middle East and Islamic Studies, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Closing date for applications 30 November 1983. Effective date of appointment July 1, 1984. Note: In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

MODERN LANGUAGES AND LITERATURE

UNIVERSITY OF TORONTO. Department of German. Mellon Appointment. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. (1982/83 range $24,473-41,340 — to be adjusted July 1/83). Qualifications: Ph.D., teaching experience, specialization in the Age of Goethe. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Nature of duties: Language and literature courses. Send application including curriculum vitae and the names of three referees to Prof. H. Eichner, Chairman, Department of Germanic Languages, 97 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for applications is 30 November 1983. Effective date of appointment July 1, 1984. Note: In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Modern Languages and Literature. Specialist in Slavic Studies (Polish/Russian). The Department of Modern Languages and Literatures invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 1984. Ph.D., publications and competence in Polish and Russian are essential. Duties will include teaching of language, literature and culture courses in both the undergraduate and graduate programmes. Salary depends on qualifications and experience. The University of Ottawa is a bilingual institution, (French-English) and preference will be given to candidates who are bilingual. Preference will also be given to Canadian citizens and landed immigrants. Application deadline: December 1, 1983. Send curriculum vitae with names of three referees to: Dr. Henry W. Sullivan, Chairman, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF OTTAWA. Modern Languages and Literatures. Slavic Studies. Assistant Professor or Associate Professor of Slavic Philology, starting July 1, 1984, tenure stream. Ph.D. and publications required. Demonstrated ability to teach graduate courses in Slavic Philology, Old Church Slavic, History of the Russian Language, Russian Morphology and Syntax. Candidates who in addition to teaching the above courses can also teach literature or translation courses preferred. Salary depends on qualifications and experience, and rank is subject to final budgetary approval. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are bilingual. Preference will also be given to Canadian citizens and landed immigrants. Application deadline December 1, 1983. Send full curriculum vitae with names of three referees to: Dr. Henry W. Sullivan, Chairman, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario, K1N 6N5.

NEUROSCIENCE

UNIVERSITY OF BRITISH COLUMBIA. Neurosciences. The Kinsmen Laboratory (Department of Psychiatry, U.B.C.) invites applications from outstanding individuals with a commitment to excellence in research and teaching in neuroscience for one or two tenure-track positions. Each appointee will be expected to develop an independent research program in an emerging field of neuroscience. Applicants should have a Ph.D. and/or M.D. degree and have shown clear evidence of a capacity for productive original research. The laboratory offers excellent research facilities and collaborative, interdisciplinary research is encouraged, as is collaboration with clinical psychiatrists and neurologists. The laboratory is located in the psychiatric hospital; adjacent hospitals have research clinics in epilepsy, movement disorders and Alzhemler's disease, as well as a PET-NMR imaging centre. Applicants should send curriculum vitae, list of publications, a brief summary of research plan, and the names and addresses of three references to: Dr. E.G. McGeer, Division of Neurological Sciences, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canada Employment and Immigration regulations, priority for these positions will be given to Canadian citizens and permanent residents.

NURSING

UNIVERSITY OF SASKATCHEWAN. College of Nursing. Applications are invited for nursing faculty positions to teach in the basic baccalaureate program in the areas of Psychiatric/Mental Health Nursing, Intensive Nursing and Medical-Surgical Nursing. Requirements: Doctorate or Masters degree in Nursing or a related field preferred. A Bachelors degree in Nursing would be considered. Must be eligible for registration with the Saskatchewan Registered Nurses' Association. Salary and rank commensurate with qualifications and professional achievement. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Further information or letters of application, résumés and names of references to: Una Ridley, Dean, College of Nursing, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ORGANIZATIONAL BEHAVIOUR

ATHABASCA UNIVERSITY. Organizational Behaviour Area. Academic Co-ordinator. (tenure track). Athabasca University, unique in Canada, specializes in distance education and offers Bachelor degrees in Administration, Arts, and General Studies. There are currently over 10,000 course enrollments. Responsibilities: To coordinate the delivery of undergraduate courses relevant to administrative principles, personnel administration and organizational behaviour. To work with a team of course designers in planning, developing and revising this stream of courses. To engage in related research. Qualifications: Ph.D. or D.B.A. preferred. Will consider candidates with M.B.A. and substantial experience. Background in adult and/or professional education an asset. Salary: Dependent on qualifications and experience: Assistant Professor equivalent $31,140 to $42,324; Associate Professor equivalent $39,204 to $53,388; Full Professor equivalent $49,428 to $59,940. The University will be relocating to its [illegible] Athabasca 85 miles north of Edmonton in the autumn of 1984. Competition remains open until suitable candidate is found. Reply with résumé and the names of at least three references to: Co-ordinator of Recruitment, Athabasca University, 12352-149 Street, Edmonton, Alberta, T5V 1G9

PHYSICAL THERAPY

UNIVERSITY OF SASKATCHEWAN. Physical Therapy. Applications are invited for a tenure stream position at the rank of Assistant Professor in the School of Physical Therapy from July 1, 1984. Candidates must be eligible for physical therapy licensure in Saskatchewan and hold a graduate degree in physical therapy or a related field. Clinical expertise in the cardiopulmonary or neurosciences areas is preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae and the names of three referees should be submitted to: Director, School of Physical Therapy, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a résumé and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Physics. Research Associateship in theoretical physics. Applicants with a Ph.D. and research experience in theory and computer simulation of dielectric and critical properties of molecular fluids, apply to: Dr. C.G. Gray, Dept. of Physics, University of Guelph, Guelph, Ont., N1G 2W1. Closing date for applications, September 30/83. Salary determined by experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANT SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Plant Science. Forage Pasture and Range Position. Applications are invited for a faculty position at the Assistant Professor level in the Department of Plant Science, University of Alberta. The position involves undergraduate and graduate teaching and research in cultivated and/or native forage, with emphasis on productivity and physiology. Qualifications should include a Ph.D. in an appropriate area and relevant experience. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. W.H. Vanden Born, Chairman, Department of Plant Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2P5. The expected date of appointment is January 1, 1984. 1983-84 salary range for Assistant Professor is $29,720-41,820 per year. Closing date for applications is October 15, 1983. The position is contingent on confirmation of funding. The University of Alberta is an equal opportunity employer, but in accordance with the Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

UNIVERSITY OF NEW BRUNSWICK. Political Science. The Department invites applications for a one-year position at the rank of lecturer or assistant protessor (1) Qualified to teach Canadian Government and Politics, and (2) Survey of Political Thought. The successful candidate will teach 2 sections of Canadian Government and a one-year course (6 credit hours) in Political Thought which must deal with the main currents of political thought from Ancient Greece to the beginning of the 20th century. These courses are taught at the undergraduate level. Some graduate supervision might also be called for depending on students enrolling in the area. Salary according to qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Replies to: The Chairman, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Closing date: When position is filled.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA. Psychiatry. Psychotherapy Program. The Department of Psychiatry, University of British Columbia is seeking to recruit an academic psychiatrist to head the Psychotherapy Program within the department. The successful candidate should have a strong background both in the teaching of psychotherapy and in research in this field. The position includes participation in the undergraduate and postgraduate teaching programs of the department. It is expected that the appointee will engege in clinical research. Excellent facilities for research exist within the Department. Applicants should be eligible for medical licensure in British Columbia. Salary and rank will be according to experience and credentials. In eccordance with Canadian Employment and Immigration regulations, priority for this position will be given to Canadian citizens end permanent residents. Applicants are invited to submit curriculum vitae, list of publications and the names and addresses of three referees to: Wm. T. Brown, M.D., Ph.D., Chairman, Administrative Committee, Department of Psychiatry, The University of British Colum-

UNIVERSITY OF MANITOBA. Psychiatry. The University of Manitoba invites applications for faculty positions with appointment in its major teaching hospitals and in its proposed professional units in provincial facilities. These appointments offer major clinical and academic opportunities in child, adolescent, adult, geriatric, and consultation-liaison psychiatry. They offer substantial opportunities for academic and professional growth and development. The department's teaching hospitals are the province's principal referral institutions for psychiatric problems and they offer a comprehensive range of teaching, therapeutic, and research activities. Applicants must have an interest in contributing to the department with established teaching and research activities. Opportunities are available in a number of clinical and research settings. Salary and rank commensurate with experience and qualifications. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should be directed to Dr. Harry Prosen, Professor and Head, Department of Psychiatry, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

PSYCHOLOGY

MOUNT ALLISON UNIVERSITY. Department of Psychology. Assistant or Associate Professor of Psychology. The Department of Psychology at Mount Allison University seeks an experimentalist with a strong and active background in the psychology of perception, learning or memory. The appointment will be of interest to those who like to teach undergraduates with lively minds, who can use the time and facilities which are available here to conduct research and who in addition may also be attracted by the excellent programmes in Music and the Fine Arts which can be enjoyed in this University. Please send curriculum vitae, names of three referees to: Dr. Henry James, Psychology Department, Mount Allison University, Sackville, New Brunswick, E0A 3C0.

UNIVERSITY OF TORONTO. Psychology. The University of Toronto, St. George Campus, has an opening for a tenure stream position in developmental psychology. The candidate should have a proven record of research dealing with developmental issues. We are looking for someone who has demonstrated excellence in teaching and research. Send c.v. and three letters of recommendation to Chairman, Search Committee, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. The deadline for applications is November 15, 1983. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for a tenure track position in clinical psychology at the Assistant Professor level beginning June 1 or September 1, 1984. Applicants should hold a Ph.D. In clinical psychology with a one-year doctoral internship or equivalent, and should have an active ongoing research program preferably, but not necessarily, in one of the following areas: sensory deficits or physical handicaps in general, aging, "at risk" populations, health psychology. Salaries are competitive and commensurate with experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications will be accepted until position is filled. Send vitae, representative publications and at least three letters of reference to: Dr. Alex Schwartzman, Chairman, Search Committee, Department of Psychology, Concordia University, 1455 de Maisonneuve, West, Montreal, Quebec, H3G 1M8.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Psychology. The University of Western Ontario Department of Psychology invites applications for a tenure-track position at the Assistant or Associate level in adult clinical psychology with preference for health psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae, copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Psychology. The University of Western Ontario Department of Psychology invites applications for a tenure-track position at the Assistant or Associate level in any area of developmental psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae, copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

RADIATION BIOLOGY

BRITISH COLUMBIA CANCER RESEARCH CENTRE. Radiation Biologist. Applications are invited for a post-doctoral fellow in the Medical Biophysics Unit of the British Columbia Cancer Research Centre in Vancouver. The position requires training (Ph.D. or equivalent) and experience with the effects of ionizing radiation on cells grown in vitro. It will involve responsibility for ongoing studies of the effects of radiosensitizers and radiation protectors. The position is available immediately, salary commensurate with qualifications. Curriculum vitae, list of publications and names of three referees should be sent to Dr. L.D. Skarsgard, Head, Medical Biophysics Unit, British Columbia Cancer Research Centre, 601 West 10th Avenue, Vancouver, British Columbia, V5Z 1L3 (phone 604-873-8401) from whom further details can be obtained.

SERVICE MARKETING

UNIVERSITY OF GUELPH. Service Marketing. The study of Service Marketing in the growing Hospitality and Leisure Time industries at the University of Guelph offers opportunities for tunded research and participation in an established but developing Advanced Management Program as well as undergraduate teaching. Guelph has Canada's only university school of Hotel and Food Administration — and North America's only Advanced Management Program for senior hospitality industry executives. The School takes a strategic management and strategic marketing perspective. Guelph's unique position means unusually good access to industry for research and other interaction with industry. The person we are seeking is aggressive, problem solving oriented, and relishes interaction with senior executives. Ph.D. required (A.B.D.'s considered) with a strong preference for appropriate industry experience. Position is at the Assistant/Associate Professor level. Rank and salary will be based on experience and credentials. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to final budgetary approval. Interested persons should contact Professor Thomas F. Powers, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, N1G 2W1.

SOCIAL WORK

CARLETON UNIVERSITY. Social Work. Nominations and applications are invited for a Director of the School of Social Work who can provide dynamic academic and professional leadership. Academic rank is open, salary is negotiable and will be commensurate with qualifications and rank. The appointment will be effective in the academic year 1983-84 at a mutually agreeable date. Letters of nomination, and letters of application accompanied by a curriculum vitae and the names and addresses of at least three references should be sent to Dr. William G. Webster, Chairman, Search Committee for a Director of the School of Social Work, c/o Office of the Dean of the Faculty of Social Sciences, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Sociology. Applications are being accepted for the position of Assistant Professor (tenure-stream) in the Department of Sociology, Erindale College, University of Toronto. Must have a Ph.D. in Sociology. Candidates must have teaching experience and some publications in the areas of social theory and theory construction. Additional interests preferred in one of the following substantive areas: small group interaction, crime and deviance. Duties include teaching basic undergraduate core course and graduate seminar in theory and theory construction, plus one course in either small group interaction or crime and deviance. Salary is presently under review. Applications with c.v. and three letters of reference should be sent to: Professor Bernd Baldus, Acting Chairman, Department of Sociology, University of Toronto, 563 Spadina Avenue, Toronto, Ontario, M5S 1A1. Effective date of appointment is July 1, 1984. Closing date for applications is October 31, 1983. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRANSPORTATION ENGINEERING

UNIVERSITY OF MANITOBA. Transportation Group, Civil Engineering. Teaching Appointment (term replacement). Applications are invited for an academic position from individuals with a strong research record in freight transport systems, particularly those associated with rail, trucking and/or freight handling and storage operations and technology. The ability to teach general transport engineering and/or planning courses at the undergraduate level, and a graduate level course in traffic engineering, is essential. Experience or an interest in third world transport development work is desirable. A Ph.D. or equivalent in engineering is required. Women and men are encouraged to apply. In accordance with Canadian employment and immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents of Canada. Duration of appointment negotiable to a maximum of two years, starting as soon as possible, and terminating no later than June 30, 1985. Applicants are requested to submit a curriculum vitae, a statement of research interests, copies of three recent publications, and the names of four referees to: Dr. D.H. Shields, Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A. 17603.

UNIVERSITY OF SASKATCHEWAN

Dean of Agriculture

Applications and nominations are invited for the position of Dean of the College of Agriculture with the appointment to be effective July 1, 1984. The initial term is normally for five years and may be renewed by mutual agreement.

The College of Agriculture was established in 1911 to serve the needs of the agricultural industry in the following major areas; education, research, extension, and public service. The education programs for careers in agriculture are provided at the diploma, undergraduate degree, and post-graduate levels. Formal graduate study is offered toward the Master of Agriculture, the Master of Science and Doctor of Philosophy degrees. The administrative units of the College are the School of Agriculture and the departments of Agricultural Economics, Animal and Poultry Science, Applied Microbiology and Food Science, Crop Science and Plant Ecology, Horticulture Science, and Soil Science. Several associated units contribute substantially to the College's programs. The College facilities are mainly located in several buildings on campus and on the University Farm and Experimental Plots adjacent to the campus. Other buildings and facilities are located off campus on three research farms owned and operated by the University. The College has about 120 full-time faculty and research scientists.

Full-time enrolment in the College for 1982-83 was about 560 degree undergraduates, 285 diploma students, and 140 graduate students. The University has approximately 12,000 full-time students registered in fourteen colleges and three schools.

Applicants should have an established reputation as an academic scholar and teacher, and the necessary professional and administrative experience and skills to provide leadership for the continuing development of the academic and research programs within the College.

Nominations and applications with complete résumés will be accepted until November 1, 1983 and should be submitted to the Secretary at the following address:

Mr. N.K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

Caut/Finlay Travel Present
The Paris Sabbatical Flight Programme For 1983

. . . Once again CAUT members have the opportunity to make use of this unique programme of year-long (open return) airfares. Paris is an ideal gateway to the continent of Europe and these fares, featuring confirmed seats on guaranteed departures, make the City of Light a realistic destination once again.

For Example: BETWEEN: (Round Trip)	PARIS SABBATICAL FARE* (Varies according to Eastbound departure date.)	NORMAL ECONOMY FARE
Montreal & Toronto/Paris	CDN.$ 643.00 - 898.00	CDN.$ 1698.00 1852.00 (from Toronto) (from Montreal)

* Subject to advance booking and cancellation penalties. Does not include $12.50 per person Canadian Transportation Tax. All fares subject to change without notice.

OTHER PROGRAMMES ARE AVAILABLE FROM VARIOUS CANADIAN CITIES TO BRITAIN, AMSTERDAM, AND FRANKFURT. REQUEST THE 1983 CAUT FLIGHT PROGRAMME FOR FULL DETAILS ON THESE FARES, RENAULT CAR LEASING, AND MANY OTHER EXCLUSIVE FEATURES FOR CAUT MEMBERS.

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P.O. Box 433, (Suite 1525)
Exchange Tower, 2 First Canadian Place
Toronto, Ontario M5X 1J5. Tel: (416) 366-9771
Toll free (Outside Ontario) 1-800-268-8577.

Caut/Finlay Travel Present
London For Less; The 1983 Sabbatical Flight Programme ...One Way And Year-Long (Open Return) Airfares.

An exceptional value for those CAUT members and their families† travelling on sabbatical leave or extended vacation.

For Example: BETWEEN: (Round Trip)	LONDON SABBATICAL FARE* (Varies according to Eastbound departure date)	NORMAL ECONOMY FARE
Toronto/London	CDN.$ 678.00 - 818.00	CDN.$1852.00
Montreal/London	678.00 - 818.00	1698.00
Vancouver/London	888.00 - 1,018.00	2284.00

* Subject to advance booking and cancellation penalties. Does not include $12.50 per person Canadian Transportation Tax. All fares subject to change without notice.
† Some restrictions regarding family members do apply on certain fares.

OTHER PROGRAMMES ARE AVAILABLE FROM VARIOUS CANADIAN CITIES TO BRITAIN, PARIS, AMSTERDAM AND FRANKFURT. REQUEST THE 1983 CAUT FLIGHT PROGRAMME FOR FULL DETAILS ON THESE FARES, RENAULT CAR LEASING, AND MANY OTHER EXCLUSIVE FEATURES FOR CAUT MEMBERS.

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Toronto, Ontario M5X 1J5. Tel: (416) 366-9771
Toll free (Outside Ontario) 1-800-268-8577.

EL SALVADOR BOOK CAMPAIGN

Co-ordinators on local campuses

University College of Cape Breton	Brian Tennyson, Centre for International Studies
St. Mary's	Carla Calhoun, International Education Centre
Dalhousie	John Kirk, Dept. of Spanish
Memorial	Niall Gogan, Office of Research
St. Francis Xavier	Howie Gardiner, Coady International Institute
University of New Brunswick (St. Thomas)	Neale Hidalgo, Romance Languages
(Fredericton)	D. MacIver, Education
Université du Québec à Montréal	Francois Carreau, Etudes avancées et de la recherche
Windsor	Frank Innes, Dept. of Geography
Brock	Bill Hull, Dept. of Political Science
University of Ottawa	Rolf Wesche, Dept. of Geography
University of Manitoba	J. Romanowski, Dept. of Geography
University of Calgary	Julie Kearns, Student Services
University of Lethbridge	Cheryl Fujikawa, CUSO
Athebasca	Maxim Jean-Louis, Student Services
University of British Columbia	Natalie, Que., WUSC
University of Victoria	Fred Bennett, Graduate Studies

*This list is as of August 1. Additional campuses will be listed in the October issue of the *Bulletin*.

Marketing/
Small Business Management/ Administrative Policy
Academic Coordinator (Tenure track)

Athabasca University, unique in Canada, specializes in distance education and offers Bachelor degrees in Administration, Arts and General Studies. There are currently over 10,000 course enrolments.

Responsibilities working with a team of course-designers to plan, develop and deliver undergraduate homestudy courses in Marketing and Small Business Management; engaging in related research

Qualifications PhD or DBA preferred. Will consider candidates with MBA and related experience. Background in adult and or professional education an asset.

Salary: dependent on qualifications and experience
Assistant Professor equivalent $31,140 to $42,324.
Associate Professor equivalent $39,204 to $53,388.
Full Professor equivalent $49,428 to $59,940.

The university will be relocating to its new facilities in the town of Athabasca, 85 miles north of Edmonton in the autumn of 1984

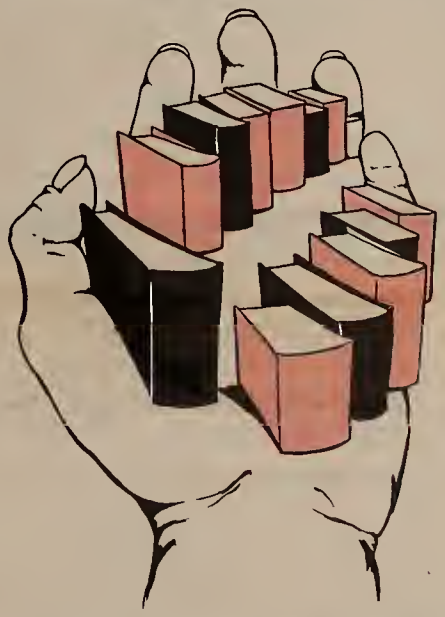
Reply with resume and the names of at least three referees to
Coordinator of Recruitment
Athabasca University
12352 - 149 St.
Edmonton, Alberta
T5V 1G9

Athabasca University

University of El Salvador Book Campaign

What's a University without books? If you say not much, you're right! The University of El Salvador was invaded by the Salvadorean military on July 26, 1980, resulting in structural damage and destruction of books and equipment. Since then, committed faculty and administrators have been able to continue teaching and providing degree programs using facilities made available by secondary schools, hospitals, the offices of doctors and lawyers, etc.

The government has now allowed the University to reopen on the campus but is providing no funds to replace equipment and books. The University is appealing for international assistance to rebuild its libraries.



Faculty, Students and Libraries, your books and periodicals are needed for these subjects:

- **Medicine**
- **Agricultural Sciences**
- **General Sciences & Maths**
- **Engineering and Architecture**
- **Dentistry**
- **Chemistry & Pharmacy**
- **Economics**

The '**University of El Salvador Book Campaign**' taking place on university campuses across Canada this fall is a response to this urgent appeal for one of the most basic tools of learning. It is coordinated by representatives from several academic and development organizations.

Funds are needed for shipping the books to the University in El Salvador. Those wishing to help by making a cash contribution, please make cheques payable to "The University of El Salvador Book Campaign" and send to the Canadian Bureau for International Education, "The El Salvador Book Campaign", 141 Laurier Ave. W., Ottawa, Ontario K1P 5J3.

For a list of campaign co-ordinators on local campuses, see page 35.

Support the **Book Campaign** on your campus. Help keep academic freedom and opportunity alive for students in El Salvador.